

**INFORMATION DISCLOSURE  
OF THE  
STATE-RELATED UNIVERSITIES**

**Staff Analysis of 2004-05 Data  
Reported Under 2004 Appropriations Acts**

**FEBRUARY 2006**



Staff Report  
General Assembly of the Commonwealth of Pennsylvania  
JOINT STATE GOVERNMENT COMMISSION  
108 Finance Building  
Harrisburg, Pennsylvania 17120

The release of this report should not be interpreted as an endorsement by the members of the Executive Committee of the Joint State Government Commission of all the findings, recommendations and conclusions contained in this report.

**JOINT STATE GOVERNMENT COMMISSION  
ROOM 108 FINANCE BUILDING  
HARRISBURG PA 17120-0018**

**717-787-4397  
FAX 717-787-7020**

**E-mail: [jntst02@legis.state.pa.us](mailto:jntst02@legis.state.pa.us)  
Website: <http://jsg.legis.state.pa.us>**

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The Joint State Government Commission was created by act of July 1, 1937 (P.L.2460, No.459) as amended, as a continuing agency for the development of facts and recommendations on all phases of government for the use of the General Assembly.

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## FOREWORD

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Pursuant to Act Nos. 9A, 10A, 11A, and 12A of 2004, the Joint State Government Commission submits herewith its statistical comparison of the employment and salary, financial and contract data, and statements of retirement and tuition benefit policies, reported by Lincoln University, The Pennsylvania State University, University of Pittsburgh, and Temple University--the State-related universities.

The Commission staff has arranged the data comparisons and policy statements into four major sections. Section I includes full-time faculty and staff and average salaries for 2004-05. Section II includes actual revenue and expenditure data for 2003-04 and 2004-05. Section III includes goods and services purchase contracts for 2004-05. Section IV includes current statements of retirement and tuition benefit policies.

Differences in the internal organizations of the universities, represented by differences in their academic and administrative units and expenditure types, make direct comparisons between the universities difficult for most data elements. Changes in a university's academic or administrative units or expenditure types from last year will change the 2003-04 dollar amounts from those shown in last year's report. The universities may have revised some 2003-04 data since the time of the publication of last year's report.

Additional details on some data elements are available from the Commission staff.

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# **I. FULL-TIME FACULTY AND STAFF AND AVERAGE SALARIES**

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The number and average salaries of full-time faculty and staff are presented for 2004-05. Employee and salary data are arranged by faculty ranks and staff classifications, and by academic or administrative units, as defined by each university. Average salaries are not reported for faculty ranks and staff classifications with three or fewer employees, or for groups of units within each university.

LINCOLN UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY  
BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT<sup>1</sup>  
2004-05

Academic/administrative unit	<u>Professor</u>		<u>Associate professor</u>		<u>Assistant professor</u>		<u>Instructor</u>		<u>Lecturer</u>		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Grand total	34	\$76,978	22	\$58,849	23	\$45,070	5	\$46,698	13	\$35,601	97

1. Data not available by academic/administrative unit.

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT<sup>1</sup>  
2004-05

Academic/administrative unit	<u>Executive/ administrative/ management</u>		<u>Other professional non-faculty</u>		<u>Clerical/secretarial</u>		<u>Technical/ skilled/service</u>		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Grand total	116	\$52,426	31	\$28,500	74	\$31,448	69	\$28,366	290

1. Data not available by academic/administrative unit.

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY  
BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		Other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
University Park Colleges:											
College of Agricultural Sciences	130	\$96,083	71	\$71,925	45	\$64,648	6	\$47,526	57	\$46,067	309
College of Arts & Architecture	44	80,580	61	61,434	45	50,568	17	35,131	0	--	167
College of Communications	7	96,925	16	72,499	14	55,371	1	nd	22	47,983	60
College of Earth & Mineral Sciences	67	106,828	34	75,901	25	60,717	12	41,500	112	40,893	250
College of Education	40	89,460	37	68,242	41	52,588	22	31,628	8	39,329	148
College of Engineering	132	114,033	84	87,519	57	70,206	17	37,207	79	49,548	369
College of Health & Human Development	49	107,476	58	74,299	48	58,577	65	39,852	62	45,835	282
College of The Liberal Arts	143	113,236	127	70,431	67	59,729	0	--	146	36,867	483
Eberly College of Science	118	117,048	49	72,963	60	59,504	41	36,183	113	39,488	381
School of Information Science & Technology	6	142,662	6	102,224	18	82,777	7	52,632	1	nd	38
Smeal College of Business Administration	37	152,197	18	121,329	32	107,217	22	63,731	12	85,998	121
Total	773		561		452		210		612		2,608
Academic Support Units:											
Graduate School	0	--	0	--	0	--	0	--	1	nd	1
Information Technology Services	0	--	0	--	0	--	0	--	3	nd	3
International Programs	0	--	0	--	0	--	1	nd	0	--	1
Research	0	--	0	--	1	nd	0	--	228	70,488	229
University Libraries	0	--	0	--	0	--	0	--	52	54,010	52
University Outreach	1	nd	3	nd	3	nd	25	40,654	3	nd	35
Total	1		3		4		26		287		321
Administrative Support Units:											
Athletic Recreation & Support Services	0	--	0	--	1	nd	2	nd	0	--	3
General and Academic Administration	0	--	0	--	0	--	0	--	7	44,071	7
Intercollegiate Athletics	1	nd	0	--	1	nd	10	78,772	25	42,274	37
Total	1		0		2		12		32		47

Other Penn State Locations:

Abington	10	84,819	28	65,443	27	53,273	6	48,624	42	41,494	113
Altoona	8	79,022	41	64,516	62	49,473	37	43,933	1	nd	149
Beaver	2	nd	10	64,625	11	57,297	8	53,694	5	41,212	36
Berks	5	79,497	20	64,902	45	57,315	7	42,625	24	49,252	101
Delaware County	13	83,094	14	64,365	19	62,010	24	43,260	3	nd	73
DuBois	4	75,204	8	62,045	15	52,188	15	45,438	5	55,609	47
Erie	15	92,080	44	75,999	58	67,270	9	58,974	86	49,031	212
Fayette	4	89,010	14	62,825	9	49,839	19	39,651	8	50,229	54
Great Valley	4	101,556	13	84,593	13	75,820	1	nd	9	53,557	40
Harrisburg	18	101,513	55	76,589	65	59,723	24	49,092	5	48,341	167
Hazleton	4	71,017	8	66,760	16	51,876	25	43,568	5	54,571	58
Lehigh Valley	3	nd	4	60,014	16	55,489	0	--	6	45,150	29
McKeesport	4	77,510	6	59,431	15	57,252	12	38,858	5	62,753	42
Mont Alto	1	nd	7	61,063	17	53,559	26	46,351	4	50,256	55
New Kensington	1	nd	11	67,582	14	54,323	15	49,318	3	nd	44
Schuylkill	6	84,914	5	66,785	21	54,626	14	47,005	3	nd	49
Shenango	1	nd	6	63,680	9	50,512	7	49,706	9	53,317	32
Vice President-Commonwealth College	1	nd	0	--	0	--	1	nd	0	--	2
Wilkes-Barre	3	nd	14	64,245	9	50,794	11	49,252	2	nd	39
Worthington Scranton	4	68,097	13	67,163	20	62,428	21	49,326	6	57,055	64
York	5	79,670	16	65,141	16	53,839	19	45,326	4	51,615	60
Total	116		337		477		301		235		1,466
Dickinson School of Law	24	122,066	2	nd	2	nd	7	70,178	7	47,218	42
Total	24		2		2		7		7		42
Sub-total <sup>1</sup>	905	107,199	870	73,446	897	61,516	556	44,861	1,256	50,103	4,484
College of Medicine at Hershey	172	149,471	127	133,010	230	115,511	23	68,541	31	45,330	583
Total	172		127		230		23		31		583
Grand total <sup>1</sup>	1,077	113,951	997	81,033	1,127	72,535	579	45,802	1,287	49,987	5,067

1. Individual departmental totals do not add up to the sub-total and grand total lines because librarians within the individual departments are included among the faculty ranks (except University Libraries) and these same librarians were included in the "other rank" category on the sub-total and grand-total lines. (All librarians, associate librarians, and assistant librarians within the University Libraries department are included in the "other rank" category under the department detail and the sub-total and grand-total lines.)

nd. No data given in ranks having 3 or fewer faculty.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
University Park Colleges:									
College of Agricultural Sciences	45	\$108,775	474	\$47,677	122	\$32,476	305	\$28,924	946
College of Arts & Architecture	11	115,208	47	42,494	20	30,625	11	40,727	89
College of Communications	4	110,769	24	43,470	7	29,499	2	nd	37
College of Earth & Mineral Sciences	13	144,022	44	44,712	30	29,737	19	35,987	106
College of Education	10	111,044	27	45,588	50	32,397	9	32,475	96
College of Engineering	26	152,230	119	52,431	111	32,086	75	40,063	331
College of Health & Human Development	17	129,099	74	41,847	80	30,065	83	27,363	254
College of The Liberal Arts	28	120,429	85	42,398	83	27,923	15	29,989	211
Eberly College of Science	13	157,134	73	45,764	84	29,362	50	33,995	220
School of Information Science & Technology	5	137,023	29	43,291	13	29,178	2	nd	49
Smeal College of Business Administration	13	170,084	64	42,049	35	28,966	1	nd	113
Total	185		1,060		635		572		2,452
Academic Support Units:									
Information Technology Services	55	103,593	367	51,621	34	31,250	24	36,254	480
Enrollment Management & Administration	18	79,839	88	45,194	68	30,822	0	--	174
Graduate School	4	57,834	7	55,908	17	30,816	0	--	28
International Programs	2	nd	22	41,077	10	27,616	1	nd	35
Research	79	79,806	504	69,996	109	32,464	188	41,192	880
Schreyer Honors College	1	nd	8	40,616	4	22,779	0	--	13
Undergraduate Education	17	73,671	53	44,596	25	32,533	0	--	95
University Arts Services	3	nd	25	43,903	6	31,708	4	30,285	38
University Libraries	8	97,785	58	43,237	135	32,665	39	36,377	240
University Outreach	31	87,059	208	44,443	101	28,149	36	39,110	376
Total	218		1,340		509		292		2,359
Administrative Support Units:									
Athletic Recreation & Support Services	2	nd	19	37,521	10	30,862	22	36,606	53
Development & Alumni Relations	73	76,632	123	41,856	81	28,994	0	--	277
Educational Equity	6	74,678	19	41,821	9	34,588	1	nd	35
Finance & Business	81	89,867	229	47,942	188	30,570	278	33,536	776
Finance & Business-Housing & Foods	22	74,755	93	46,113	63	30,233	466	28,305	644
Finance & Business-Physical Plant	35	80,950	164	53,111	50	31,310	838	34,550	1,087
General and Academic Administration	14	135,645	31	54,676	20	34,592	3	nd	68
Intercollegiate Athletics	15	88,090	86	50,537	39	32,124	22	40,998	162
Student Affairs	34	73,263	136	44,579	92	26,687	62	29,213	324
University Relations	10	70,008	25	44,534	9	30,316	3	nd	47
Total	292		925		561		1,695		3,473

Other Penn State Locations:

Abington	11	80,712	43	43,756	36	31,106	50	31,592	140
Altoona	12	83,670	61	41,001	65	27,998	86	31,595	224
Beaver	6	76,454	28	35,045	14	31,479	29	31,378	77
Berks	15	76,486	43	40,631	32	28,089	68	32,483	158
Delaware County	6	89,286	22	47,493	19	35,618	22	30,642	69
DuBois	6	82,652	17	40,955	12	29,196	14	32,191	49
Erie	17	98,627	79	42,839	54	29,131	109	32,311	259
Fayette	5	78,060	19	40,263	20	30,179	15	30,431	59
Great Valley	5	100,445	25	50,795	27	34,447	13	31,239	70
Harrisburg	19	101,175	63	47,434	64	31,862	81	35,029	227
Hazleton	6	75,390	25	43,436	17	30,565	37	31,052	85
Lehigh Valley	1	nd	21	38,721	13	29,805	10	32,284	45
McKeesport	6	83,462	26	41,106	16	31,767	33	32,336	81
Mont Alto	6	81,170	21	39,952	15	28,628	34	31,021	76
New Kensington	6	76,970	14	40,842	11	32,772	13	32,498	44
Schuylkill	5	84,336	24	41,132	10	29,621	26	32,730	65
Shenango	7	80,405	9	39,196	15	30,584	11	32,530	42
Vice President-Commonwealth College	12	102,099	10	56,443	8	38,680	1	nd	31
Wilkes-Barre	7	77,667	19	37,393	13	31,481	12	30,647	51
Worthington Scranton	5	86,762	21	40,596	15	29,074	13	31,476	54
York	8	76,392	18	44,084	19	33,328	15	29,468	60
Total	171		608		495		692		1,966
Dickinson School of Law	12	97,083	19	44,900	24	28,872	12	31,299	67
Total	12		19		24		12		67
Sub-total	878	94,917	3,952	49,266	2,224	30,590	3,263	32,885	10,317
College of Medicine at Hershey	39	131,866	225	42,338	89	30,166	185	29,219	538
Total	39		225		89		185		538
Grand total	917	96,489	4,177	48,893	2,313	30,574	3,448	32,688	10,855

nd. No data given in classifications having 3 or fewer staff.

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH  
NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY  
BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		Other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Senior Vice Chancellor & Provost:											
Education-University Service Programs	0	--	0	--	0	--	7	\$40,743	0	--	7
Graduate School of Public & International Affairs	16	\$109,262	9	\$86,019	8	\$59,480	0	--	1	nd	34
Katz Graduate School of Business	29	133,790	19	90,590	19	103,978	0	--	8	\$68,001	75
Learning Research & Development Center	0	--	0	--	0	--	0	--	39	59,373	39
Libraries	0	--	0	--	0	--	0	--	69	42,942	69
School of Arts & Sciences-Dean's Office	12	125,889	3	nd	1	nd	0	--	0	--	16
School of Arts & Sciences-Humanities	65	95,287	74	59,636	47	50,061	24	26,869	65	33,755	275
School of Arts & Sciences-Natural Sciences	88	100,569	58	67,502	69	60,355	9	27,851	111	35,079	335
School of Arts & Sciences-Social Sciences	45	99,386	29	66,303	32	61,238	1	nd	17	40,154	124
School of Arts and Sciences-Undergraduate Studies	0	--	0	--	0	--	3	nd	0	--	3
School of Education	20	90,737	42	70,766	22	54,200	11	42,582	40	41,530	135
School of Engineering	46	113,581	29	81,563	35	63,144	0	--	52	31,986	162
School of Information Sciences	7	80,175	12	78,907	11	63,215	0	--	3	nd	33
School of Law	23	126,622	13	72,447	7	53,702	1	nd	7	40,655	51
School of Social Work	7	85,610	10	74,233	14	49,887	4	36,431	2	nd	37
Senior Vice Chancellor & Provost	0	--	0	--	0	--	0	--	6	42,558	6
University Center for International Studies	1	nd	0	--	0	--	0	--	6	44,431	7
University Center for Social & Urban Research	0	--	0	--	0	--	0	--	6	45,317	6
University Honors College	0	--	0	--	0	--	0	--	2	nd	2
University of Pittsburgh at Bradford	12	68,110	23	54,036	25	46,534	8	38,751	1	nd	69
University of Pittsburgh at Greensburg	9	63,796	24	54,983	30	44,765	18	38,236	0	--	81
University of Pittsburgh at Johnstown	18	64,112	56	55,884	45	44,246	24	40,244	1	nd	144
University of Pittsburgh at Titusville	2	nd	8	48,482	10	43,309	2	nd	0	--	22
Total	400		409		375		112		436		1,732



Senior Vice Chancellor, Health Sciences:											
Graduate School of Public Health	36	115,609	34	80,457	71	57,940	1	nd	38	43,757	180
School of Dental Medicine	15	98,153	21	86,543	47	71,337	4	31,046	1	nd	88
School of Health & Rehabilitation Sciences	10	85,686	15	74,024	32	54,424	16	44,159	16	19,701	89
School of Nursing	5	87,247	14	65,111	32	53,712	21	51,817	9	38,428	81
School of Pharmacy	16	92,124	12	74,138	44	65,602	3	nd	10	29,364	85
Senior Vice Chancellor, Health Sciences	1	nd	1	nd	0	--	0	--	24	41,257	26
Total	83		97		226		45		98		549
Sub-total	483	101,593	506	68,444	601	58,044	157	39,550	534	39,558	2,281
School of Medicine Division:											
School of Medicine	380	106,260	391	78,575	861	56,124	115	36,731	322	31,195	2,069
School of Medicine Division-Administration	0	--	1	nd	2	nd	0	--	0	--	3
University of Pittsburgh Cancer Institute	0	--	0	--	0	--	0	--	1	nd	1
Total	380		392		863		115		323		2,073
Grand total	863	103,648	898	72,868	1,464	56,907	272	38,358	857	36,419	4,354

nd. No data given in ranks having 3 or fewer faculty.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Chancellor:									
Athletics	9	\$104,908	93	\$57,614	21	\$24,545	0	--	123
Chancellor	56	101,280	127	40,996	23	26,306	18	\$29,145	224
General Counsel	8	116,731	2	nd	5	28,686	0	--	15
Secretary of the Board of Trustees	5	98,924	5	33,167	2	nd	0	--	12
Vice Chancellor, Budget & Controller	42	89,455	119	38,051	37	22,218	0	--	198
Vice Chancellor, Institutional Advancement	32	80,516	47	36,989	19	24,559	0	--	98
Total	152		393		107		18		670
Executive Vice Chancellor:									
Associate Vice Chancellor, Human Resources	12	80,353	47	31,668	7	20,902	19	18,263	85
Business Operations	8	61,255	86	38,205	85	18,423	222	31,612	401
Executive Vice Chancellor	15	102,233	10	41,490	2	nd	0	--	27
Facilities Management	7	85,956	68	43,993	12	23,468	358	34,846	445
Total	42		211		106		599		958
Senior Vice Chancellor & Provost:									
College of General Studies	7	61,755	20	33,158	9	24,018	0	--	36
Computing Services & Systems Development	5	108,145	161	54,513	3	nd	10	31,205	179
Education-University Service Programs	0	--	2	nd	5	21,803	0	--	7
Graduate School of Public & International Affairs	4	59,094	15	35,839	3	nd	0	--	22
Katz Graduate School of Business	14	78,672	63	38,181	21	23,479	1	nd	99
Learning Research & Development Center	1	nd	51	35,086	9	27,527	1	nd	62
Libraries	2	nd	93	28,283	36	20,330	1	nd	132
School of Arts & Sciences-Dean's Office	5	84,210	21	33,062	4	22,665	0	--	30
School of Arts & Sciences-Humanities	0	--	36	33,484	21	21,350	0	--	57
School of Arts & Sciences-Natural Sciences	6	67,745	182	30,802	31	24,398	16	34,747	235
School of Arts & Sciences-Social Sciences	0	--	15	32,143	12	21,161	0	--	27
School of Arts & Sciences-Undergraduate Studies	3	nd	54	36,691	14	20,490	0	--	71
School of Education	8	69,384	74	36,243	14	25,430	2	nd	98
School of Engineering	4	90,995	60	39,172	17	24,724	12	39,134	93
School of Information Sciences	2	nd	18	39,797	8	30,548	1	nd	29

School of Law	4	69,855	22	33,277	12	24,283	0	--	38
School of Social Work	8	53,725	62	36,029	1	nd	0	--	71
Senior Vice Chancellor & Provost	57	124,923	128	37,580	68	20,977	12	24,643	265
Student Affairs	14	79,107	93	36,965	29	22,703	5	21,556	141
University Center for International Studies	7	59,087	35	34,365	9	21,411	0	--	51
University Center for Social & Urban Research	1	nd	23	38,130	2	nd	1	nd	27
University Honors College	0	--	6	36,733	0	--	0	--	6
University of Pittsburgh at Bradford	11	74,473	58	33,362	21	24,354	14	32,173	104
University of Pittsburgh at Greensburg	14	55,483	39	29,349	18	20,176	25	26,053	96
University of Pittsburgh at Johnstown	7	70,610	76	37,983	44	22,300	72	27,520	199
University of Pittsburgh at Titusville	3	nd	21	30,928	13	17,820	11	26,332	48
Total	187		1,428		424		184		2,223
Senior Vice Chancellor, Health Sciences:									
Graduate School of Public Health	24	61,612	359	37,549	74	26,710	3	nd	460
School of Dental Medicine	2	nd	72	32,746	32	23,510	41	22,048	147
School of Health & Rehabilitation Sciences	2	nd	22	36,244	6	28,026	0	--	30
School of Nursing	3	nd	49	36,250	9	24,495	2	nd	63
School of Pharmacy	4	102,205	57	34,355	1	nd	1	nd	63
Senior Vice Chancellor, Health Sciences	9	167,046	30	29,999	9	23,928	0	--	48
Total	44		589		131		47		811
Sub-total	425	89,956	2,621	37,862	768	22,855	848	31,443	4,662
School of Medicine Division:									
School of Medicine	48	55,577	1,127	36,607	151	27,461	29	26,958	1,355
School of Medicine Division-Administration	24	117,983	90	36,331	11	29,277	108	22,703	233
University of Pittsburgh Cancer Institute	11	75,595	133	33,679	14	28,355	7	24,146	165
Total	83		1,350		176		144		1,753
Grand total	508	87,720	3,971	37,331	944	23,748	992	30,296	6,415

nd. No data given in classifications having 3 or fewer staff.

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY  
BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT  
2004-05<sup>1</sup>

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		Other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
President:											
Executive Office of the President	1	nd	0	--	0	--	0	--	0	--	1
Total	1		0		0		0		0		1
Provost:											
Ambler College	1	nd	9	\$69,252	3	nd	0	--	2	nd	15
College of Allied Professions	11	\$90,313	29	75,876	28	\$58,814	3	nd	0	--	71
College of Education	31	94,400	22	64,280	21	54,885	2	nd	1	nd	77
College of Engineering	12	106,774	8	81,852	7	71,582	0	--	0	--	27
College of Liberal Arts	88	107,128	103	73,608	127	46,839	22	\$43,059	5	\$35,902	345
College of Science & Technology	75	111,786	39	79,513	43	56,312	11	57,058	9	47,318	177
E. Boyer College of Music & Dance	25	93,517	18	71,470	8	53,765	1	nd	0	--	52
J. E. Beasley School of Law	34	142,000	9	100,246	11	85,709	0	--	0	--	54
Library	0	--	0	--	0	--	0	--	21	46,843	21
Office of the Provost	0	--	0	--	0	--	0	--	1	nd	1
R. J. Fox School of Business & Management	57	120,804	50	96,901	26	80,772	8	65,724	0	--	141
Research & Graduate School	0	--	0	--	0	--	0	--	1	nd	1
School of Communication & Theater	17	98,916	24	76,656	21	54,482	6	53,168	3	nd	71
School of Dentistry	14	108,067	23	84,343	18	64,603	3	nd	0	--	58
School of Medicine	115	129,106	98	104,575	185	98,074	17	74,004	0	--	415
School of Pharmacy	11	105,186	7	84,238	9	75,802	0	--	0	--	27
School of Podiatric Medicine	2	nd	3	nd	8	62,239	4	54,955	0	--	17
School of Social Administration	5	94,305	6	73,720	3	nd	2	nd	0	--	16
School of Tourism & Hospitality	7	101,220	0	--	3	nd	1	nd	0	--	11
Tyler School of Art	33	91,836	16	63,961	22	45,431	0	--	0	--	71
Total	538		464		543		80		43		1,668
Vice President, Students:											
Department of Student Affairs	0	--	0	--	0	--	0	--	7	36,737	7
Total	0		0		0		0		7		7
Sub-total <sup>2</sup>	422	104,652	363	75,313	350	53,040	59	49,560	50	43,121	1,244
Grand total	539	107,346	464	77,508	543	61,200	80	53,020	50	43,121	1,676

1. Due to significant organizational changes within Temple University, caution should be used when comparing the data on this table to data found in previous additions of this report.

2. Excludes School of Medicine and School of Podiatric Medicine.

nd. No data given in ranks having 3 or fewer faculty.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT  
2004-05<sup>1</sup>

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
<b>President:</b>									
Executive Office of President	5	\$130,120	4	\$53,367	1	nd	0	--	10
Office of Internal Audits	2	nd	8	52,939	0	--	0	--	10
Office of School Partnership	1	nd	3	nd	0	--	0	--	4
Office of Multi-Cultural Affairs	2	nd	0	--	2	nd	0	--	4
Office of University Counsel	1	nd	7	68,124	2	nd	0	--	10
Policy, Planning & Analysis	13	81,880	18	44,743	13	\$28,732	0	--	44
University Budget Office	4	113,573	1	nd	0	--	0	--	5
University Relations	8	81,706	18	42,072	3	nd	0	--	29
Vice President, Development & Alumni	42	71,678	12	43,149	13	30,858	0	--	67
Total	78		71		34		0		183
<b>Provost:</b>									
Ambler College	10	64,295	11	38,125	16	32,498	3	nd	40
Center for Teaching/Learning	1	nd	0	--	0	--	0	--	1
College of Allied Professions	8	63,626	25	38,191	9	30,577	1	nd	43
College of Education	7	79,804	22	37,127	20	31,232	0	--	49
College of Engineering	4	72,272	8	41,231	2	nd	2	nd	16
College of Liberal Arts	22	65,796	39	37,891	55	29,405	6	\$33,760	122
College of Science and Technology	16	67,608	34	40,099	21	32,504	18	30,368	89
E. Boyer College of Music	10	72,294	9	35,539	4	34,462	1	nd	24
J. E. Beasley School of Law	22	88,042	34	45,545	11	32,485	1	nd	68
Library	14	84,842	43	35,861	36	27,318	0	--	93
Office of Deputy Provost	7	74,702	19	39,644	5	32,583	1	nd	32
Office of the Provost	38	76,403	126	38,779	15	31,518	1	nd	180
R. J. Fox School of Business & Management	35	69,858	43	37,681	6	29,511	0	--	84
Research & Graduate School	14	85,215	13	39,771	7	31,799	0	--	34
School of Communication & Theater	5	78,197	17	38,874	6	36,249	5	41,578	33
School of Dentistry	7	74,288	18	45,159	42	30,663	29	29,699	96
School of Medicine	82	82,598	293	53,569	352	33,506	94	37,335	821
School of Pharmacy	10	79,113	12	39,401	7	31,674	3	nd	32
School of Podiatric Medicine	10	77,269	14	45,514	34	32,243	12	31,948	70
School of Social Administration	6	45,302	15	42,658	1	nd	0	--	22
School of Tourism & Hospitality	4	71,417	2	nd	2	nd	0	--	8
Temple University Japan	2	nd	1	nd	0	--	0	--	3
Temple University Press	6	73,636	7	40,839	0	--	0	--	13
Temple University Rome	1	nd	1	nd	1	nd	0	--	3
Tyler School of Art	8	57,800	7	37,776	11	32,057	2	nd	28
Undergraduate Studies	12	73,914	12	34,247	5	26,452	0	--	29
Total	361		825		668		179		2,033

TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT 2004-05<sup>1</sup>--(continued)

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Administrative Office of the Senior Vice President:									
Campus Safety Services	3	nd	3	nd	3	nd	192	33,819	201
Community Affairs	1	nd	1	nd	1	nd	0	--	3
Computing & Information	72	81,393	145	52,143	19	33,875	17	41,607	253
Department of Student Affairs	23	62,750	52	41,663	17	30,075	0	--	92
Environmental Health & Safety	4	84,931	3	nd	2	nd	5	43,033	14
Facilities Management	47	75,674	14	53,887	16	31,665	432	35,536	509
Intercollegiate Athletics	9	85,526	56	63,826	11	34,331	3	nd	79
Office of Housing	8	52,615	19	30,487	13	29,485	56	32,080	96
Office of Management Analysis	2	nd	3	nd	1	nd	0	--	6
Office of Senior Vice President	0	--	1	nd	1	nd	0	--	2
Undergraduate Admissions	23	60,271	35	33,474	38	28,803	0	--	96
Total	192		332		122		705		1,351
Vice President, CFO & Treasurer:									
Business Services	2	nd	1	nd	2	nd	0	--	5
Controller	15	75,048	15	39,950	10	29,289	0	--	40
Department of Human Resources	19	81,859	17	44,929	18	32,357	0	--	54
Institutional Expenses-CFO	7	124,249	2	nd	8	34,818	0	--	17
Parking Operations	5	49,352	3	nd	1	nd	0	--	9
Purchasing	4	65,378	8	34,499	2	nd	0	--	14
Office of the Vice President, CFO & Treasurer	13	73,829	19	40,182	24	27,718	0	--	56
Other Auxiliaries	2	nd	0	--	1	nd	0	--	3
Duplicating/Copy Centers	1	nd	0	--	8	32,918	1	nd	10
Sugarloaf Conference Center	1	nd	0	--	0	--	0	--	1
Risk Management	1	nd	1	nd	2	nd	0	--	4
Total	70		66		76		1		213
Sub-total <sup>2</sup>	609	69,626	987	40,000	514	30,283	779	32,848	2,889
Grand total	701	69,794	1,294	41,700	900	33,495	885	32,848	3,780

1. Due to significant organizational changes within Temple University, caution should be used when comparing the data on this table to data found in previous additions of this report.

2. Excludes School of Medicine, School of Podiatric Medicine, and Health Science Library.  
nd. No data given in classifications having 3 or fewer staff.

SOURCE: Data provided by Temple University.

## **II. ACTUAL REVENUES AND EXPENDITURES**

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Comparative summaries of actual operating revenues and expenditures, for general funds and auxiliary enterprises, are presented for 2003-04 and 2004-05. Operating expenditures, separated into salaries and wages, employee benefits, travel and other operating expenditures, are shown by academic and administrative unit for the two years. When reported, operating expenditures are also shown by expenditure type for these years. Academic and administrative units and expenditure types are defined by each university.

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LINCOLN UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Instructional:						
Tuition & Fees	\$16,597,018	45.9%	\$18,278,755	48.0%	\$1,681,737	10.1%
State Appropriations	12,155,000	33.6	12,619,000	33.1	464,000	3.8
Other	7,373,905	20.4	7,183,684	18.9	-190,221	-2.6
Grand total revenues <sup>1</sup>	36,125,923	100.0	38,081,439	100.0	1,955,516	5.4
Operating Expenditures:						
Instructional:						
Salary & Wages	19,501,081	43.4	19,581,838	41.9	80,757	0.4
Employee Benefits	5,107,571	11.4	5,576,955	11.9	469,384	9.2
Travel	816,175	1.8	654,454	1.4	-161,721	-19.8
Other	19,526,536	43.4	20,971,963	44.8	1,445,427	7.4
Grand total expenditures <sup>1</sup>	44,951,363	100.0	46,785,210	100.0	1,833,847	4.1

1. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS DEPARTMENTAL EXPENDITURES  
BY EXPENDITURE TYPE  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Academic Support	\$3,461,039	9.1%	\$3,657,077	9.2%	\$196,038	5.7%
Administration & Institutional Support	8,586,175	22.6	8,773,186	22.2	\$187,011	2.2
Fundraising	550,758	1.5	599,982	1.5	\$49,224	8.9
Instruction	12,574,376	33.1	13,710,876	34.6	\$1,136,500	9.0
Sponsored Programs	3,185,079	8.4	3,108,356	7.9	-\$76,723	-2.4
Scholarship Allowances	3,339,381	8.8	2,972,272	7.5	-\$367,109	-11.0
Student Services	6,254,630	16.5	6,764,209	17.1	\$509,579	8.1
Grand total expenditures <sup>1</sup>	37,951,438	100.0	39,585,958	100.0	\$1,634,520	4.3

1. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
TRAVEL, SUBSISTENCE AND LODGING  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Amount	Academic/administrative unit	Amount
Academic Advising Center	\$32	Middle States Self Study Steer	\$4,508
African American Experience	452	Music	2,397
Art	2,783	Office of Admissions	72,948
Assemblies and Chapel	12,154	Office of Alumni Relations	189
Baseball	6,209	Office of Financial Aid	6,103
Basketball	15,502	Office of MIS	528
Biology	1,143	Office of Physical Plant	1,775
Board of Trustees	16,650	Office of Purchasing	1,054
Career Services	369	Office of Registrar	1,676
Cheerleaders	793	Office of the President	23,051
Chemistry	2,842	Office of Vice President for Enrollment Planning & Student Life	108,943
Concert Choir	5,271	Office of Vice President for Fiscal Affairs	2,567
Controller's Office	4,950	Office of Vice President of Academic Affairs	49,502
Curriculum Planning and Implementation	340	Office of Vice President of Planning & External Affairs	27,740
Dance Troupe	192	Philosophy	2,101
Dean of Campus Life	285	Physical and Health Education	1,244
Dean's Office-Humanities	146	Physics	259
Dean's Office-Sciences	922	Psychology	2,593
Dean's Office-Social Sciences	1,844	Public Safety and Security	2,905
Debating	2,119	Research & Publications Comm.	1,192
Director of Student Activities	9,863	Soccer	5,975
Economics and Business	6,392	Sociology	5,988
Education	3,605	Staff Recruitment	332
English	1,556	Student Government Association	680
Faculty Conference	1,500	Tennis	3,123
Faculty Development	864	Testing Freshmen	172
Freshman Orientation	1,180	Track and Cross Country	44,231
General Administrative Expense	1,629	Trucking and Automobile	3,319
GL-Mail & Duplication Office Supplies	5,377	Urban Center	4,338
Health and Medical	1,368	Urban Center-Academic	2,428
History	1,420	Urban Center-Administrative	898
Honors Program	1,319	WLIU	225
Human Services	1,938	Women's Basketball	6,899
Institutional Research	4,266	Women's Soccer	2,682
Internal Auditing	946	Women's Volleyball	1,551
International Student Affairs	16,476		
Language Assistants	239	Sub-total <sup>1</sup>	539,663
Languages and Linguistics	2,628		
Learning Resource Center	1,684	Sponsored Programs	114,791
Legal Department	1,916		
Library	1,534	Grand total <sup>1</sup>	654,454
Mathematics	853		

1. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Grand total revenues	\$9,111,824	100.0%	\$9,471,947	100.0%	\$360,123	4.0%
Operating Expenditures:						
Grand total expenditures	6,999,925	100.0	7,199,252	100.0	199,327	2.8

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Instructional:						
Tuition & Fees	\$807,850,024	61.2%	\$867,678,064	61.8%	\$59,828,040	7.4% <sup>a</sup>
State Appropriations	294,689,000	22.3	303,633,000	21.6	8,944,000	3.0
Departmental Income	137,153,933	10.4	145,398,812	10.4	8,244,879	6.0
Other Operating Income	62,476,016	4.7	68,169,978	4.9	5,693,962	9.1
Sub-total <sup>1</sup>	1,302,168,973	98.6	1,384,879,854	98.7	82,710,881	6.4
Dickinson School of Law	18,200,460	1.4	18,454,224	1.3	253,764	1.4
Grand total revenues	1,320,369,433	100.0	1,403,334,078	100.0	82,964,645	6.3
Operating Expenditures:						
Instructional:						
Total Salaries & Wages	654,766,944	51.6	684,647,115	50.4	29,880,171	4.6
Employee Benefits <sup>2</sup>	212,387,711	16.8	241,894,916	17.8	29,507,205	13.9
Travel	18,331,852	1.4	19,383,927	1.4	1,052,075	5.7
Other Operating Expenditures	365,638,979	28.8	394,926,918	29.1	29,287,939	8.0
Sub-total <sup>1</sup>	1,251,125,486	98.7	1,340,852,876	98.7	89,727,390	7.2
Dickinson School of Law	16,757,146	1.3	17,050,673	1.3	293,527	1.8
Grand total expenditures	1,267,882,632	100.0	1,357,903,549	100.0	90,020,917	7.1

1. Includes College of Medicine at Hershey; excludes Dickinson School of Law and Pennsylvania College of Technology.

2. Includes employee benefits billed and employee benefits allocated to units.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2003-04

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
University Park Colleges:							
College of Agricultural Sciences	\$40,729,141	\$17,254,969 <sup>a</sup>	\$1,237,513	\$10,281,160	\$69,502,783	42.4% <sup>a</sup>	1.8%
College of Arts & Architecture	14,704,549	4,708,894	412,187	1,717,308	21,542,938	32.0	1.9
College of Communications	5,608,638	1,795,583	204,518	757,874	8,366,613	32.0	2.4
College of Earth & Mineral Sciences	18,130,867	5,812,284	389,461	3,262,768	27,595,380	32.1	1.4
College of Education	13,081,133	4,184,741	489,265	1,677,410	19,432,549	32.0	2.5
College of Engineering	43,474,153	13,668,253	891,997	8,723,243	66,757,646	31.4	1.3
College of Health & Human Development	23,914,389	7,523,781	670,224	3,491,878	35,600,272	31.5	1.9
College of The Liberal Arts	48,306,550	15,425,213	1,082,965	2,718,091	67,532,819	31.9	1.6
Eberly College of Science	38,013,700	12,090,779	848,691	8,011,293	58,964,463	31.8	1.4
School of Information Science & Technology	5,963,947	1,855,615	128,180	2,143,234	10,090,976	31.1	1.3
Smeal College of Business Administration	23,789,053	7,553,854	1,074,179	2,971,627	35,388,713	31.8	3.0
Total	275,716,120	91,873,966	7,429,180	45,755,886	420,775,152	33.3	1.8
Academic Support Units:							
Enrollment Management & Administration	8,578,690	2,443,369	517,196	18,769,295	30,308,550	28.5	1.7
Graduate School	2,774,844	889,663	114,659	6,683,632	10,462,798	32.1	1.1
Information Technology Services	25,097,078	7,856,901	574,177	24,163,778	57,691,934	31.3	1.0
International Programs	1,475,492	454,638	91,829	530,491	2,552,450	30.8	3.6
Research	17,091,610	5,400,847	425,291	7,140,196	30,057,944	31.6	1.4
Schreyer Honors College	472,500	149,897	38,218	1,354,302	2,014,917	31.7	1.9
Undergraduate Education	2,914,953	848,742	69,516	540,231	4,373,442	29.1	1.6
University Arts Services	1,788,066	516,644	49,330	1,824,626	4,178,666	28.9	1.2
University Libraries	18,004,437	5,362,120	255,214	14,986,150	38,607,921	29.8	0.7
University Outreach	25,526,161	7,626,586	1,053,791	17,694,950	51,901,488	29.9	2.0
Total	103,723,831	31,549,407	3,189,221	93,687,651	232,150,110	30.4	1.4
Administrative Support Units:							
Athletic Recreation & Support Services	2,294,826	521,612	184,233	1,860,718	4,861,389	22.7	3.8
Development & Alumni Relations	11,997,813	3,821,971	589,164	944,808	17,353,756	31.9	3.4
Educational Equity	2,926,445	908,103	131,634	716,544	4,682,726	31.0	2.8
Finance & Business	22,725,040	7,079,675	1,146,566	57,860,875	88,812,156	31.2	1.3
Finance & Business-Physical Plant	13,270,081	6,769,348	242,164	60,860,192	81,141,785	51.0	0.3
General and Academic Administration	9,882,339	3,195,289	359,821	1,707,178	15,144,627	32.3	2.4
Student Affairs	11,904,361	3,604,675	146,191	19,585,252	35,240,479	30.3	0.4
University Relations	2,190,757	699,124	52,613	1,040,025	3,982,519	31.9	1.3
Total	77,191,662	26,599,797	2,852,386	144,575,592	251,219,437	34.5	1.1

Other Penn State Locations:

Abington	13,244,333	4,111,954	318,632	5,341,461	23,016,380	31.0	1.4
Altoona	16,439,617	5,127,596	475,035	6,168,563	28,210,811	31.2	1.7
Beaver	4,230,300	1,334,700	88,060	979,065	6,632,125	31.6	1.3
Berks	11,189,879	3,508,640	296,587	4,231,884	19,226,990	31.4	1.5
Delaware County	7,827,050	2,435,832	122,056	1,743,228	12,128,166	31.1	1.0
DuBois	4,767,913	1,506,167	122,641	1,245,787	7,642,508	31.6	1.6
Erie	21,057,836	6,586,486	664,972	6,389,873	34,699,167	31.3	1.9
Fayette	5,022,434	1,587,686	82,954	1,291,407	7,984,481	31.6	1.0
Great Valley	7,789,255	2,415,279	162,055	2,742,362	13,108,951	31.0	1.2
Harrisburg	20,290,490	6,429,719	460,092	4,267,621	31,447,922	31.7	1.5
Hazleton	5,907,053	1,820,035	179,344	1,483,674	9,390,106	30.8	1.9
Lehigh Valley	3,804,718	1,181,223	116,537	1,221,711	6,324,189	31.0	1.8
McKeesport	5,064,097	1,580,817	91,012	1,086,789	7,822,715	31.2	1.2
Mont Alto	5,668,691	1,770,415	140,891	1,352,766	8,932,763	31.2	1.6
New Kensington	5,221,135	1,618,281	127,053	1,621,071	8,587,540	31.0	1.5
Schuylkill	5,707,553	1,795,301	90,875	1,060,327	8,654,056	31.5	1.1
Shenango	3,702,809	1,185,758	48,817	796,312	5,733,696	32.0	0.9
Vice President-Commonwealth College	3,498,243	1,128,430	102,691	1,181,947	5,911,311	32.3	1.7
Wilkes-Barre	4,377,906	1,362,557	88,951	971,365	6,800,779	31.1	1.3
Worthington Scranton	6,654,640	2,110,850	119,519	2,424,380	11,309,389	31.7	1.1
York	6,961,115	2,169,446	122,243	1,710,652	10,963,456	31.2	1.1
Total	168,427,067	52,767,172	4,021,017	49,312,245	274,527,501	31.3	1.5
College of Medicine at Hershey	29,708,264	9,597,369	840,048	35,534,336	75,680,017	32.3	1.1
General Revenue	0	0	0	-3,226,731	-3,226,731	--	0.0
Sub-total	654,766,944	212,387,711	18,331,852	365,638,979	1,251,125,486	32.4	1.5
Dickinson School of Law	7,224,126	1,860,042	276,777	7,396,201	16,757,146	25.7	1.7
Grand total	661,991,070	214,247,753	18,608,629	373,035,180	1,267,882,632	32.4	1.5

1. Includes employee benefits billed and employee benefits allocated to units.

a. Includes allocated employee benefits for Agricultural Research and Cooperative Extension Personnel paid by Agricultural Federal Funds.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
University Park Colleges:							
College of Agricultural Sciences	\$41,588,722	\$19,579,679 <sup>a</sup>	\$1,359,580	\$11,693,544	\$74,221,525	47.1% <sup>a</sup>	1.8%
College of Arts & Architecture	16,004,280	5,564,099	545,355	1,811,057	23,924,791	34.8	2.3
College of Communications	6,203,453	2,155,969	149,634	803,136	9,312,192	34.8	1.6
College of Earth & Mineral Sciences	18,932,354	6,589,319	499,257	3,278,287	29,299,217	34.8	1.7
College of Education	13,992,473	4,866,569	546,306	1,745,921	21,151,269	34.8	2.6
College of Engineering	44,847,103	15,333,738	951,425	8,063,012	69,195,278	34.2	1.4
College of Health & Human Development	25,028,757	8,573,147	701,060	4,273,880	38,576,844	34.3	1.8
College of The Liberal Arts	51,008,329	17,725,762	1,222,933	2,002,283	71,959,307	34.8	1.7
Eberly College of Science	39,047,267	13,518,216	833,808	6,958,906	60,358,197	34.6	1.4
School of Information Science & Technology	6,851,372	2,314,780	223,763	1,749,162	11,139,077	33.8	2.0
Smeal College of Business Administration	24,218,757	8,325,686	834,793	2,906,048	36,285,284	34.4	2.3
Total	287,722,867	104,546,964	7,867,914	45,285,236	445,422,981	36.3	1.8
Academic Support Units:							
Information Technology Services	27,194,044	9,235,302	598,701	23,973,396	61,001,443	34.0	1.0
Enrollment Management & Administration	8,513,746	2,678,771	527,448	20,292,668	32,012,633	31.5	1.6
Graduate School	2,918,463	1,000,026	169,188	7,085,491	11,173,168	34.3	1.5
International Programs	1,473,925	507,788	100,981	483,232	2,565,926	34.5	3.9
Research	18,782,779	6,494,746	508,193	6,574,052	32,359,770	34.6	1.6
Schreyer Honors College	496,530	167,499	20,405	1,384,303	2,068,737	33.7	1.0
Undergraduate Education	3,167,631	1,006,693	54,097	511,881	4,740,302	31.8	1.1
University Arts Services	1,891,056	599,497	71,395	2,107,269	4,669,217	31.7	1.5
University Libraries	18,568,828	5,980,752	267,378	17,175,193	41,992,151	32.2	0.6
University Outreach	25,221,482	8,299,293	1,157,686	21,971,934	56,650,395	32.9	2.0
Total	108,228,484	35,970,367	3,475,472	101,559,419	249,233,742	33.2	1.4
Administrative Support Units:							
Athletic Recreation & Support Services	2,620,974	655,610	193,380	2,518,914	5,988,878	25.0	3.2
Development & Alumni Relations	12,457,688	4,321,655	651,005	1,041,673	18,472,021	34.7	3.5
Educational Equity	3,240,871	1,086,996	118,257	774,350	5,220,474	33.5	2.3
Finance & Business	24,975,352	8,502,613	1,357,572	68,808,660	103,644,197	34.0	1.3
Finance & Business-Physical Plant	13,724,725	7,966,309	247,845	66,093,236	88,032,115	58.0	0.3
General and Academic Administration	10,341,642	3,633,895	397,134	1,822,615	16,195,286	35.1	2.5
Student Affairs	12,737,707	4,182,903	175,394	19,243,166	36,339,170	32.8	0.5
University Relations	2,233,636	779,889	62,429	1,419,082	4,495,036	34.9	1.4
Total	82,332,595	31,129,870	3,203,016	161,721,696	278,387,177	37.8	1.2



Other Penn State Locations:

Abington	13,707,618	4,624,952	275,443	3,935,015	22,543,028	33.7	1.2
Altoona	17,546,604	5,939,248	490,089	7,275,508	31,251,449	33.8	1.6
Beaver	4,204,350	1,432,764	104,717	1,085,756	6,827,587	34.1	1.5
Berks	11,912,463	4,075,917	309,027	4,353,095	20,650,502	34.2	1.5
Delaware County	8,065,734	2,736,514	119,048	1,776,541	12,697,837	33.9	0.9
DuBois	4,832,066	1,656,426	120,089	1,323,896	7,932,477	34.3	1.5
Erie	22,115,843	7,548,175	566,100	5,514,247	35,744,365	34.1	1.6
Fayette	5,327,643	1,810,831	81,552	1,237,730	8,457,756	34.0	1.0
Great Valley	7,639,096	2,602,348	159,909	2,652,008	13,053,361	34.1	1.2
Harrisburg	21,410,222	7,349,631	448,646	7,128,576	36,337,075	34.3	1.2
Hazleton	5,901,953	2,009,906	156,911	1,592,882	9,661,652	34.1	1.6
Lehigh Valley	3,862,667	1,300,212	127,643	1,086,541	6,377,063	33.7	2.0
McKeesport	5,050,720	1,708,262	67,114	985,925	7,812,021	33.8	0.9
Mont Alto	5,515,980	1,872,802	172,419	1,469,777	9,030,978	34.0	1.9
New Kensington	5,081,233	1,723,276	104,592	1,276,744	8,185,845	33.9	1.3
Schuylkill	5,798,621	1,974,050	84,575	1,114,405	8,971,651	34.0	0.9
Shenango	3,788,605	1,298,456	79,208	795,808	5,962,077	34.3	1.3
Vice President-Commonwealth College	3,712,450	1,295,118	132,908	1,017,297	6,157,773	34.9	2.2
Wilkes-Barre	4,343,331	1,478,066	69,068	943,936	6,834,401	34.0	1.0
Worthington Scranton	6,415,868	2,226,037	136,350	1,279,280	10,057,535	34.7	1.4
York	6,965,321	2,366,515	121,329	1,468,220	10,921,385	34.0	1.1
Total	173,198,388	59,029,506	3,926,737	49,313,187	285,467,818	34.1	1.4
College of Medicine at Hershey	33,164,781	11,218,209	910,788	39,452,464	84,746,242	33.8	1.1
General Revenue	0	0	0	-2,405,084	-2,405,084	--	--
Sub-total <sup>2</sup>	684,647,115	241,894,916	19,383,927	394,926,918	1,340,852,876	35.3	1.4
Dickinson School of Law	7,434,733	2,148,650	309,828	7,157,462	17,050,673	28.9	1.8
Grand total <sup>2</sup>	692,081,848	244,043,566	19,693,755	402,084,380	1,357,903,549	35.3	1.5

1. Includes employee benefits billed and employee benefits allocated to units.

2. Because of rounding, detail may not sum to total.

a. Includes allocated employee benefits for Agricultural Research and Cooperative Extension Personnel paid by Agricultural Federal Funds.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS DEPARTMENTAL ALLOTMENTS<sup>1</sup>  
BY EXPENDITURE TYPE  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Books & Periodicals	\$15,314,163	3.9%	\$18,688,158	4.4%	\$3,373,995	22.0%
Communication Services	15,429,545	3.9	15,419,141	3.6	-10,404	-0.1
Conferences & Group Activities	13,510,881	3.4	14,968,161	3.5	1,457,280	10.8
Debt Service	737,700	0.2	0	0.0	-737,700	-100.0
Employee Benefits Billed	955,966	0.2	975,750	0.2	19,784	2.1
Equipment	50,026,848	12.7	46,168,078	10.9	-3,858,770	-7.7
Freight Charges	101,392	a	80,643	a	-20,749	-20.5
Insurance & Interest	7,129,178	1.8	7,599,815	1.8	470,637	6.6
Legal Expense	3,214,809	0.8	2,517,609	0.6	-697,200	-21.7
Miscellaneous	19,690,823	5.0	23,470,736	5.6	3,779,913	19.2
Property Expense	4,902,603	1.2	5,419,919	1.3	517,316	10.6
Publications, Printing & Copying	12,595,662	3.2	13,154,773	3.1	559,111	4.4
Repairs, Alterations & Capital	88,269,618	22.5	102,428,030	24.2	14,158,412	16.0
Research Facilities	1,000,000	0.3	0	0.0	-1,000,000	-100.0
Student Aid	34,868,310	8.9	38,822,786	9.2	3,954,476	11.3
Supplies & Materials for Resale	3,628,515	0.9	3,664,754	0.9	36,239	1.0
Supplies, Materials & Services	64,980,598	16.6	68,942,405	16.3	3,961,807	6.1
Travel Expense	18,608,629	4.7	19,693,755	4.7	1,085,126	5.8
Utilities Purchased	37,634,535	9.6	40,739,372	9.6	3,104,837	8.2
Grand total <sup>2</sup>	392,599,775	100.0	422,753,885	100.0	30,154,110	7.7

1. Includes employee benefits billed only, travel and other operating expenditures.

2. Includes College of Medicine at Hershey and Dickinson School of Law. Because of rounding, detail may not sum to total.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
Student Fees, Sales, etc.	\$242,540,432	100.0%	\$246,917,197	100.0%	\$4,376,765	1.8%
Grand total revenues <sup>1</sup>	242,540,432	100.0	246,917,197	100.0	4,376,765	1.8
<b>Operating Expenditures:</b>						
Total Salaries & Wages	52,408,356	22.8	53,575,162	22.2	1,166,806	2.2
Employee Benefits <sup>2</sup>	15,912,761	6.9	16,336,240	6.8	423,479	2.7
Travel	4,995,636	2.2	5,474,890	2.3	479,254	9.6
Other Operating Expenditures	156,954,819	68.2	165,858,983	68.8	8,904,164	5.7
Grand total expenditures <sup>1,3</sup>	230,271,572	100.0	241,245,275	100.0	10,973,703	4.8

1. Includes College of Medicine at Hershey and Dickinson School of Law.
2. Includes employee benefits billed only.
3. Because of rounding, detail may not sum to total.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2003-04

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
Colleges:							
College of Agricultural Sciences	\$898,421	\$262,489	\$14,984	\$1,462,878	\$2,638,772	29.2%	0.6%
College of Medicine at Hershey	393,604	106,948	1,857	1,794,379	2,296,788	27.2	0.1
Dickinson School of Law	149,981	56,725	0	242,818	449,524	37.8	0.0
Erie	325,591	43,589	0	58,790	427,970	13.4	0.0
Total <sup>2</sup>	1,767,597	469,751	16,841	3,558,865	5,813,054	26.6	0.3
Support Units:							
Athletic Recreation & Support Services	1,297,039	311,552	4,977	1,793,802	3,407,370	24.0	0.1
Finance & Business	10,978,455	2,967,728	253,843	27,593,478	41,793,504	27.0	0.6
Finance & Business-Housing & Foods	24,678,423	7,320,569	28,950	87,876,026	119,903,968	29.7	a
Information Technology Services	687,533	184,794	68,078	10,533,703	11,474,108	26.9	0.6
Intercollegiate Athletics	10,850,645	3,871,300	4,574,850	22,253,457	41,550,252	35.7	11.0
Student Affairs	2,148,664	787,067	48,097	3,345,488	6,329,316	36.6	0.8
Total <sup>2</sup>	50,640,759	15,443,010	4,978,795	153,395,954	224,458,518	30.5	2.2
Grand total <sup>2</sup>	52,408,356	15,912,761	4,995,636	156,954,819	230,271,572	30.4	2.2

1. Includes employee benefits billed only.

2. Because of rounding, detail may not sum to total.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
Colleges:							
College of Agricultural Sciences	\$925,004	\$276,912	\$7,122	\$1,307,519	\$2,516,557	29.9%	0.3%
College of Medicine at Hershey	425,857	118,822	2,187	2,481,762	3,028,628	27.9	0.1
Dickinson School of Law	179,019	67,975	0	229,551	476,545	38.0	0.0
Erie	352,407	46,233	0	75,643	474,283	13.1	0.0
Total <sup>2</sup>	1,882,287	509,942	9,309	4,094,475	6,496,013	27.1	0.1
Support Units:							
Athletic Recreation & Support Services	1,392,976	325,258	8,811	1,508,575	3,235,620	23.3	0.3
Finance & Business	10,342,550	2,661,904	271,822	33,772,588	47,048,864	25.7	0.6
Finance & Business-Housing & Food	26,025,463	7,811,997	27,657	94,094,869	127,959,986	30.0	a
Information Technology Services	359,513	82,970	79,150	9,765,375	10,287,008	23.1	0.8
Intercollegiate Athletics	11,228,480	4,073,391	5,024,094	19,023,284	39,349,249	36.3	12.8
Student Affairs	2,343,893	870,778	54,047	3,599,817	6,868,535	37.2	0.8
Total <sup>2</sup>	51,692,875	15,826,298	5,465,581	161,764,508	234,749,262	30.6	2.3
Grand total <sup>2</sup>	53,575,162	16,336,240	5,474,890	165,858,983	241,245,275	30.5	2.3

1. Includes employee benefits billed only.

2. Because of rounding, detail may not sum to total.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES DEPARTMENTAL ALLOTMENTS<sup>1</sup>  
BY EXPENDITURE TYPE  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Books & Periodicals	\$256,686	0.1%	\$205,560	0.1%	-\$51,126	-19.9%
Communication Services	7,961,457	4.5	7,877,073	4.2	-84,384	-1.1
Conferences & Group Activities	1,527,305	0.9	1,426,121	0.8	-101,184	-6.6
Debt Service	15,414,471	8.7	23,416,028	12.5	8,001,557	51.9
Deferred Maintenance	15,996,855	9.0	10,000,000	5.3	-5,996,855	-37.5
Employee Benefits Billed	15,912,761	8.9	16,336,240	8.7	423,479	2.7
Equipment	4,941,135	2.8	4,269,229	2.3	-671,906	-13.6
Freight Charges	7,184	a	5,768	a	-1,416	-19.7
Insurance & Interest	801,670	0.5	997,461	0.5	195,791	24.4
Legal Expense	13,308	a	56,547	a	43,239	324.9
Miscellaneous	20,522,905	11.5	21,707,191	11.6	1,184,286	5.8
Property Expense	3,691,755	2.1	3,883,869	2.1	192,114	5.2
Publications, Printing & Copying	1,516,018	0.9	1,681,322	0.9	165,304	10.9
Repairs, Alterations & Capital	22,816,604	12.8	25,633,352	13.7	2,816,748	12.3
Student Aid	3,982,031	2.2	4,143,717	2.2	161,686	4.1
Supplies & Materials for Resale	25,586,316	14.4	27,286,014	14.5	1,699,698	6.6
Supplies, Materials & Services	19,361,089	10.9	19,647,165	10.5	286,076	1.5
Travel Expense	4,995,636	2.8	5,474,890	2.9	479,254	9.6
Utilities Purchased	12,558,030	7.1	13,622,566	7.3	1,064,536	8.5
Grand total <sup>2</sup>	177,863,216	100.0	187,670,113	100.0	9,806,897	5.5

1. Includes employee benefits billed only, travel and other operating expenditures.

2. Includes College of Medicine at Hershey and Dickinson School of Law. Because of rounding, detail may not sum to total.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Instructional:						
Tuition & Fees	\$397,014,709	50.3%	\$423,893,707	50.1%	\$26,878,998	6.8%
State Appropriations	163,386,000	20.7	168,768,000	20.0	5,382,000	3.3
Other Operating Revenue	229,116,572	29.0	252,640,491	29.9	23,523,919	10.3
Grand total revenues <sup>1</sup>	789,517,281	100.0	845,302,198	100.0	55,784,917	7.1
Operating Expenditures:						
Instructional:						
Total Salaries & Wages	340,949,594	43.1	361,527,913	42.9	20,578,319	6.0
Employee Benefits <sup>2</sup>	107,433,157	13.6	112,684,685	13.4	5,251,528	4.9
Travel <sup>3</sup>	18,403,463	2.3	20,898,417	2.5	2,494,954	13.6
Other Operating Expenditures	323,573,411	40.9	348,527,558	41.3	24,954,147	7.7
Grand total expenditures <sup>1</sup>	790,359,625	100.0	843,638,573	100.0	53,278,948	6.7

1. Because of rounding, detail may not sum to total.
2. Includes fringe benefit recovery.
3. Includes travel and business expense.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2003-04

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>Chancellor:</b>							
Athletics	\$7,673,200	\$2,630,827	\$4,208,996	\$21,920,476	\$36,433,499	34.3%	11.6%
Chancellor	11,450,468	3,460,646	622,317	-2,435,327	13,098,104	30.2	4.8
General Counsel	1,098,524	376,141	28,272	1,058,020	2,560,957	34.2	1.1
Secretary of the Board of Trustees	474,933	163,854	236,328	408,895	1,284,010	34.5	18.4
Vice Chancellor, Budget & Controller	9,586,081	3,135,925	203,113	1,038,474	13,963,593	32.7	1.5
Vice Chancellor, Institutional Advancement	4,865,794	1,517,243	231,488	921,633	7,536,158	31.2	3.1
Total	35,149,000	11,284,636	5,530,514	22,912,171	74,876,321	32.1	7.4
<b>Executive Vice Chancellor:</b>							
Associate Vice Chancellor, Human Resources	1,914,038	630,211	61,107	-183,079	2,422,277	32.9	2.5
Business Operations	6,447,747	2,208,741	431,597	4,218,650	13,306,735	34.3	3.2
Executive Vice Chancellor	1,318,461	370,227	105,937	4,353,481	6,148,106	28.1	1.7
Facilities Management	16,931,143	5,697,964	286,998	15,149,748	38,065,853	33.7	0.8
University of Pittsburgh Applied Research Center	0	0	3,875	6,519,186	6,523,061	--	0.1
Total	26,611,389	8,907,143	889,514	30,057,986	66,466,032	33.5	1.3
<b>General University:<sup>2</sup></b>							
General University	565,980	4,111,616 <sup>a</sup>	0	47,123,602	51,801,198	--	0.0
Total	565,980	4,111,616 <sup>a</sup>	0	47,123,602	51,801,198	--	0.0
<b>Senior Vice Chancellor &amp; Provost:</b>							
College of General Studies	2,348,369	784,121	62,458	964,951	4,159,899	33.4	1.5
Computing Services & Systems Development	10,252,616	3,330,567	101,314	3,124,467	16,808,964	32.5	0.6
Education-University Service Programs	1,032,815	292,725	16,835	399,523	1,741,898	28.3	1.0
Graduate School of Public & International Affairs	4,430,769	1,228,708	114,379	2,058,480	7,832,336	27.7	1.5
Katz Graduate School of Business	13,638,283	4,143,950	793,174	3,755,494	22,330,901	30.4	3.6
Learning Research & Development Center	2,851,446	910,091	1,398,502	1,746,127	6,906,166	31.9	20.3
Libraries	7,662,481	2,176,775	175,924	9,666,902	19,682,082	28.4	0.9
School of Arts and Sciences	66,475,974	21,687,979	2,066,283	28,829,165	119,059,401	32.6	1.7
School of Education	8,503,788	2,482,534	129,633	3,491,017	14,606,972	29.2	0.9
School of Engineering	14,465,997	4,400,249	613,752	9,409,681	28,889,679	30.4	2.1
School of Information Sciences	3,863,525	1,269,317	135,341	2,129,774	7,397,957	32.9	1.8
School of Law	6,290,146	1,794,255	333,403	3,647,752	12,065,556	28.5	2.8
School of Social Work	2,607,419	784,033	118,890	970,925	4,481,267	30.1	2.7
Senior Vice Chancellor & Provost	14,539,508	4,086,162	986,090	34,897,188	54,508,948	28.1	1.8
Student Affairs	3,642,484	1,200,721	258,398	1,151,148	6,252,751	33.0	4.1
University Center for International Studies	2,007,508	721,473	321,417	1,719,431	4,769,829	35.9	6.7
University Center for Social & Urban Research	395,723	131,394	6,678	340,322	874,117	33.2	0.8
University Honors College	440,752	142,558	24,085	117,124	724,519	32.3	3.3



University of Pittsburgh at Bradford	6,820,438	2,106,406	301,196	4,566,742	13,794,782	30.9	2.2
University of Pittsburgh Greensburg	6,899,989	2,106,895	288,962	1,632,310	10,928,156	30.5	2.6
University of Pittsburgh Johnstown	12,884,983	3,951,985	376,903	5,161,837	22,375,708	30.7	1.7
University of Pittsburgh Titusville	2,341,933	722,164	53,511	955,285	4,072,893	30.8	1.3
Total	194,396,946	60,455,062	8,677,128	120,735,645	384,264,781	31.1	2.3
Senior Vice Chancellor, Health Sciences:							
Graduate School of Public Health	4,354,878	1,405,196	348,792	3,258,839	9,367,705	32.3	3.7
School of Dental Medicine	12,076,104	3,354,562	202,314	3,148,090	18,781,070	27.8	1.1
School of Health & Rehabilitation Sciences	4,314,801	1,305,554	103,117	1,119,110	6,842,582	30.3	1.5
School of Nursing	5,637,803	1,697,099	148,050	1,788,316	9,271,268	30.1	1.6
School of Pharmacy	3,160,979	995,505	121,195	530,136	4,807,815	31.5	2.5
Senior Vice Chancellor, Health Sciences	6,472,171	1,776,643	261,293	445,780	8,955,887	27.5	2.9
Total	36,016,736	10,534,559	1,184,761	10,290,271	58,026,327	29.2	2.0
School of Medicine Division:							
School of Medicine	26,228,686	5,660,904	1,708,673	60,520,185	94,118,448	21.6	1.8
School of Medicine Division-Administration	9,122,793	2,976,292	154,778	-1,100,202	11,153,661	32.6	1.4
University of Pittsburgh Cancer Institute	6,299,292	1,681,139	224,942	12,529,418	20,734,791	26.7	1.1
Western Psychiatric Institute and Clinic	6,558,772	1,821,806	33,153	20,504,335	28,918,066	27.8	0.1
Total	48,209,543	12,140,141	2,121,546	92,453,736	154,924,966	25.2	1.4
Grand total	340,949,594	107,433,157 <sup>a</sup>	18,403,463	323,573,411	790,359,625	28.9 <sup>a</sup>	2.3

1. Includes travel and business expense.

2. General University contains all the educational and general activities of the university that are not attributable to any other academic/administrative unit (responsibility center) on a direct basis.

a. Includes fringe benefits recovery.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>Chancellor:</b>							
Athletics	\$8,292,050	\$3,175,424	\$4,917,935	\$22,100,857	\$38,486,266	38.3%	12.8%
Chancellor	13,655,973	4,715,715	839,173	-2,484,678	16,726,183	34.5	5.0
General Counsel	1,182,706	427,080	28,293	758,936	2,397,015	36.1	1.2
Secretary of the Board of Trustees	495,216	191,505	227,510	494,912	1,409,143	38.7	16.1
Vice Chancellor, Budget & Controller	9,682,097	3,599,455	214,324	1,485,377	14,981,253	37.2	1.4
Vice Chancellor, Institutional Advancement	4,847,631	1,709,394	312,601	221,834	7,091,460	35.3	4.4
Total	38,155,673	13,818,573	6,539,836	22,577,238	81,091,320	36.2	8.1
<b>Executive Vice Chancellor:</b>							
Associate Vice Chancellor, Human Resources	2,068,336	771,906	61,002	-277,419	2,623,825	37.3	2.3
Business Operations	6,550,798	2,531,699	409,223	4,757,331	14,249,051	38.6	2.9
Executive Vice Chancellor	1,417,690	460,676	114,409	4,311,179	6,303,954	32.5	1.8
Facilities Management	17,446,269	6,505,078	267,648	15,983,068	40,202,063	37.3	0.7
University of Pittsburgh Applied Research Center	0	0	2,474	6,406,308	6,408,782	--	a
Total	27,483,093	10,269,359	854,756	31,180,467	69,787,675	37.4	1.2
<b>General University:<sup>2</sup></b>							
General University	167,163	628,327 <sup>a</sup>	0	57,249,937	58,045,427	--	0.0
Total	167,163	628,327 <sup>a</sup>	0	57,249,937	58,045,427	--	0.0
<b>Senior Vice Chancellor &amp; Provost:</b>							
College of General Studies	2,337,638	842,149	50,161	879,801	4,109,749	36.0	1.2
Computing Services & Systems Development	10,746,842	4,072,443	197,876	3,269,074	18,286,235	37.9	1.1
Education-University Service Programs	1,073,558	319,403	12,286	614,478	2,019,725	29.8	0.6
Graduate School of Public & International Affairs	4,618,829	1,174,420	200,042	2,342,965	8,336,256	25.4	2.4
Katz Graduate School of Business	14,446,343	4,123,733	1,176,689	3,161,568	22,908,333	28.5	5.1
Learning Research & Development Center	3,820,893	1,308,758	1,297,454	2,200,111	8,627,216	34.3	15.0
Libraries	7,859,557	2,269,816	243,500	10,380,179	20,753,052	28.9	1.2
School of Arts and Sciences	68,295,848	20,954,291	2,088,251	32,118,747	123,457,137	30.7	1.7
School of Education	8,409,274	2,366,508	262,016	3,545,527	14,583,325	28.1	1.8
School of Engineering	15,191,376	4,391,902	584,992	10,075,588	30,243,858	28.9	1.9
School of Information Sciences	4,157,406	1,328,321	157,735	2,198,319	7,841,781	32.0	2.0
School of Law	6,512,282	1,728,964	386,977	3,845,747	12,473,970	26.5	3.1
School of Social Work	2,724,296	797,358	120,230	895,395	4,537,279	29.3	2.6
Senior Vice Chancellor & Provost	15,143,428	4,834,827	1,020,702	37,498,426	58,497,383	31.9	1.7
Student Affairs	3,958,155	1,474,360	300,623	1,106,769	6,839,907	37.2	4.4
University Center for International Studies	2,017,152	800,701	374,649	1,896,254	5,088,756	39.7	7.4
University Center for Social & Urban Research	456,407	164,905	5,519	421,458	1,048,289	36.1	0.5
University Honors College	483,141	164,702	24,554	136,760	809,157	34.1	3.0

University of Pittsburgh at Bradford	6,999,011	2,152,851	390,877	5,730,222	15,272,961	30.8	2.6
University of Pittsburgh at Greensburg	6,636,307	1,926,066	300,140	2,261,515	11,124,028	29.0	2.7
University of Pittsburgh at Johnstown	14,021,990	4,224,232	464,143	4,871,460	23,581,825	30.1	2.0
University of Pittsburgh at Titusville	2,438,033	735,533	57,957	934,941	4,166,464	30.2	1.4
Total	202,347,766	62,156,243	9,717,373	130,385,304	404,606,686	30.7	2.4
Senior Vice Chancellor, Health Sciences:							
Graduate School of Public Health	5,535,438	1,858,774	290,844	4,179,609	11,864,665	33.6	2.5
School of Dental Medicine	11,871,509	3,178,687	185,868	4,454,470	19,690,534	26.8	0.9
School of Health & Rehabilitation Sciences	4,411,076	1,285,099	120,467	1,204,240	7,020,882	29.1	1.7
School of Nursing	5,980,116	1,679,981	167,689	1,442,225	9,270,011	28.1	1.8
School of Pharmacy	3,508,573	1,060,976	160,692	894,503	5,624,744	30.2	2.9
Senior Vice Chancellor, Health Sciences	6,361,502	1,743,745	217,189	719,768	9,042,204	27.4	2.4
Total	37,668,214	10,807,262	1,142,749	12,894,815	62,513,040	28.7	1.8
School of Medicine Division:							
School of Medicine	30,297,595	7,380,991	2,050,799	63,497,580	103,226,965	24.4	2.0
School of Medicine Division Administration	9,548,769	3,472,164	209,513	-1,163,798	12,066,648	36.4	1.7
University of Pittsburgh Cancer Institute	6,495,279	1,685,183	244,132	13,647,304	22,071,898	25.9	1.1
Western Psychiatric Institute and Clinic	9,364,361	2,466,583	39,259	18,258,711	30,128,914	26.3	0.1
Total	55,706,004	15,004,921	2,543,703	94,239,797	167,494,425	26.9	1.5
Grand total	361,527,913	112,684,685 <sup>a</sup>	20,798,417	348,527,558	843,538,573	31.2 <sup>a</sup>	2.5

1. Includes travel and business expense.

2. General University contains all the educational and general activities of the university that are not attributable to any other academic/administrative unit (responsibility center) on a direct basis.

a. Includes fringe benefit recovery.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05 <sup>1</sup>	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Student Fees, Sales, etc.	\$90,911,034	100.0%	\$95,606,578	100.0%	\$4,695,544	4.0%
Grand total revenues	90,911,034	100.0	95,606,578	100.0	4,695,544	5.2
Operating Expenditures:						
Total Salaries & Wages	12,858,264	14.1	13,389,062	14.0	530,798	4.1
Employee Benefits	4,110,960	4.5	4,685,411	4.9	574,451	14.0
Travel <sup>2</sup>	398,247	0.4	464,498	0.5	66,251	16.6
Other Operating Expenditures	73,594,537	80.9	77,067,102	80.6	3,472,565	4.7
Grand total expenditures <sup>3</sup>	90,962,008	100.0	95,606,073	100.0	4,644,065	5.1

1. In 2004, the University of Pittsburgh undertook an extensive study of accounting methods used by the regional campuses for their auxiliary enterprises. As a result of the study, several accounting improvements were implemented in 2004-05, resulting in reallocations between compensation and other expenses. Therefore, caution should be used when comparing 2003-04 data to 2004-05 data.

2. Includes travel and business expense.

3. Because of rounding, detail may not sum to total.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2003-04

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
University of Pittsburgh at Bradford:							
Book Stores	\$99,301	\$30,705	\$2,869	\$645,688	\$778,563	30.9%	0.4%
Food Service	43,306	15,331	45	1,357,359	1,416,041	35.4	a
Housing	355,564	113,523	19,753	1,672,934	2,161,774	31.9	0.9
Parking	0	0	0	0	0	--	--
Total	498,171	159,559	22,667	3,675,981	4,356,378	32.0	0.5
University of Pittsburgh at Greensburg:							
Book Stores	52,007	17,518	0	1,010,195	1,079,720	33.7	0.0
Food Service	0	0	0	1,093,017	1,093,017	--	0.0
Housing	95,641	33,857	11,111	2,338,077	2,478,686	35.4	0.4
Parking	0	0	0	84,717	84,717	--	0.0
Total	147,648	51,375	11,111	4,526,006	4,736,140	34.8	0.2
University of Pittsburgh at Johnstown:							
Book Stores	226,364	77,776	36	1,442,764	1,746,940	34.4	a
Food Service	14,590	5,165	0	3,697,767	3,717,522	35.4	0.0
Housing	1,430,109	432,341	52,143	6,096,005	8,010,598	30.2	0.7
Parking	88,374	15,740	18,329	5,084	127,527	17.8	14.4
Total	1,759,437	531,022	70,508	11,241,620	13,602,587	30.2	0.5
University of Pittsburgh at Oakland:							
Book Stores	1,736,876	545,624	9,163	12,114,753	14,406,416	31.4	0.1
Child Development Center	943,215	313,158	14,603	-118,455	1,152,521	33.2	1.3
Copy Center	160,064	49,949	16,016	-112,363	113,666	31.2	14.1
Falk School	1,274,014	380,713	33,724	320,340	2,008,791	29.9	1.7
Food Service	333,596	117,639	85,391	14,877,928	15,414,554	35.3	0.6
Housing	3,837,058	1,251,693	34,077	17,373,069	22,495,897	32.6	0.2
ID Center	403,176	125,965	13,357	-412,749	129,749	31.2	10.3
Natural Gas Powered Vans	0	0	0	164,590	164,590	--	0.0
Packages Plus	0	0	0	40,194	40,194	--	0.0
Parking	560,379	188,040	23,406	4,371,057	5,142,882	33.6	0.5
Property Management	647,946	208,721	37,784	4,583,806	5,478,257	32.2	0.7
Total	9,896,324	3,181,502	267,521	53,202,170	66,547,517	32.1	0.4
University of Pittsburgh at Titusville:							
Book Stores	35,829	12,683	99	234,568	283,179	35.4	a
Food Service	18,931	6,564	0	431,777	457,272	34.7	0.0
Housing	501,924	168,255	26,341	282,415	978,935	33.5	2.7
Total	556,684	187,502	26,440	948,760	1,719,386	33.7	1.5
Grand total	12,858,264	4,110,960	398,247	73,594,537	90,962,008	32.0	0.4

1. Includes travel and business expense.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2004-05<sup>1</sup>

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>2</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>2</sup> percentage of total operating expenditures
University of Pittsburgh at Bradford:							
Book Stores	\$114,339	\$43,786	\$2,912	\$652,148	\$813,185	38.3%	0.4%
Food Services	54,049	21,403	57	1,471,806	1,547,315	39.6	a
Housing	352,421	125,691	24,631	1,899,120	2,401,863	35.7	1.0
Parking	0	0	4,020	34,689	38,709	--	10.4
Total	520,809	190,880	31,620	4,057,763	4,801,072	36.7	0.7
University of Pittsburgh at Greensburg:							
Book Stores	96,739	36,027	0	875,426	1,008,192	37.2	0.0
Food Services	52,210	20,129	0	1,023,771	1,096,110	38.6	0.0
Housing	462,511	180,635	7,800	1,934,042	2,584,988	39.1	0.3
Parking	33,174	13,137	0	29,075	75,386	39.6	0.0
Total	644,634	249,928	7,800	3,862,314	4,764,676	38.8	0.2
University of Pittsburgh at Johnstown:							
Book Stores	234,947	90,029	0	1,448,712	1,773,688	38.3	0.0
Food Services	18,296	6,093	0	3,914,587	3,938,976	33.3	0.0
Housing	1,089,585	360,937	64,714	6,619,379	8,134,615	33.1	0.8
Parking	2,825	127	2,264	128,494	133,710	4.5	1.7
Total	1,345,653	457,186	66,978	12,111,172	13,980,989	34.0	0.5
University of Pittsburgh at Oakland:							
Book Stores	1,799,525	639,729	19,568	11,630,927	14,089,749	35.5	0.1
Child Development Center	1,003,518	371,061	20,959	-122,729	1,272,809	37.0	1.6
Copy Center	178,912	59,121	18,001	-133,048	122,986	33.0	14.6
Falk School	1,332,046	355,968	40,166	551,232	2,279,412	26.7	1.8
Food Service	334,623	124,091	105,847	15,280,059	15,844,620	37.1	0.7
Housing	4,152,723	1,477,189	52,297	18,858,327	24,540,536	35.6	0.2
ID Center	382,589	132,973	15,802	-372,792	158,572	34.8	10.0
Natural Gas Powered Vans	0	0	0	52,953	52,953	--	0.0
Packages Plus	0	0	224	49,905	50,129	--	0.4
Parking	583,466	221,538	24,218	5,197,471	6,026,693	38.0	0.4
Property Management	550,433	193,656	30,129	4,884,098	5,658,316	35.2	0.5
Total	10,317,835	3,575,326	327,211	55,876,403	70,096,775	34.7	0.5
University of Pittsburgh at Titusville:							
Book Stores	36,149	14,315	0	260,569	311,033	39.6	0.0
Food Services	39,166	15,449	15	487,354	541,984	39.4	a
Housing	484,816	182,327	30,874	411,527	1,109,544	37.6	2.8
Total	560,131	212,091	30,889	1,159,450	1,962,561	37.9	1.6
Grand total	13,389,062	4,685,411	464,498	77,067,102	95,606,073	35.0	0.5

1. In 2004, the University of Pittsburgh undertook an extensive study of accounting methods used by the regional campuses for their auxiliary enterprises. As a result of the study, several accounting improvements were implemented in 2004-05, resulting in reallocations between compensation and other expenses. Therefore, caution should be used when comparing data on this table with data from the table on page 37 of this report.

2. Includes travel and business expense.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
 COMPARATIVE SUMMARY  
 2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Instructional:						
Tuition and Fees	\$353,637,093	61.3%	\$383,818,950	62.5%	\$30,181,857	8.5%
State Appropriations	164,941,000	28.6	169,989,000	27.7	5,048,000	3.1
Departmental Income	18,538,792	3.2	18,927,470	3.1	388,678	2.1
Other	40,061,435	6.9	41,765,601	6.8	1,704,166	4.3
Grand total revenues <sup>1</sup>	577,178,320	100.0	614,501,021	100.0	37,322,701	6.5
Operating Expenditures:						
Instructional:						
Salaries & Wages	305,505,439	54.1	312,979,004	52.3	7,473,565	2.4
Employee Benefits	89,865,701	15.9	92,311,424	15.4	2,445,723	2.7
Travel <sup>2</sup>	3,485,806	0.6	4,008,966	0.7	523,160	15.0
Other	166,233,305	29.4	189,471,714	31.6	23,238,409	14.0
Grand total expenditures <sup>1</sup>	565,090,251	100.0	598,771,108	100.0	33,680,857	6.0

1. Because of rounding, detail may not sum to total.

2. Includes travel, subsistence and lodging.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 2003-04

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel <sup>1</sup> percentage of total operating expenditures
<b>Administrative Office of the Senior Vice President:</b>							
Campus Safety Services	\$8,034,403	\$2,235,727	\$2,077	\$63,109	\$10,335,316	27.8%	a
Community Affairs	215,312	71,057	0	9,846	296,215	33.0	0.0%
Computing & Information	15,435,486	4,846,727	63,402	7,479,260	27,824,875	31.4	0.2
Department of Student Affairs	7,100,215	1,863,153	164,201	4,006,604	13,134,173	26.2	1.3
Environmental Health & Safety	751,527	247,264	2,511	449,992	1,451,294	32.9	0.2
Facilities Management	23,928,441	6,986,396	8,023	19,128,347	50,051,207	29.2	a
Financial Aid	2,089,933	208,969	0	40,189,291	42,488,193	10.0	0.0
Institutional Expenses-Senior Vice President	0	0	0	19,135,129	19,135,129	--	0.0
Miscellaneous Administrative Centers	0	0	0	1,680	1,680	--	0.0
Office of Management Analysis	223,231	77,684	0	74,591	375,506	34.8	0.0
Office of the Senior Vice President	148,903	46,994	3,872	414,783	614,552	31.6	0.6
Recruiting, Marketing & Publicity	0	0	0	1,737,731	1,737,731	--	0.0
Undergraduate Admissions	3,605,583	1,191,802	61,180	965,754	5,824,319	33.1	1.1
<b>Total</b>	<b>61,533,034</b>	<b>17,775,773</b>	<b>305,266</b>	<b>93,656,117</b>	<b>173,270,190</b>	<b>28.9</b>	<b>0.2</b>
<b>Miscellaneous University:</b>							
Miscellaneous	0	0	0	18	18	--	0.0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>18</b>	<b>--</b>	<b>0.0</b>
<b>President:</b>							
Executive Office of the President	861,346	273,326	60,747	327,962	1,523,381	31.7	4.0
Miscellaneous President Centers	0	0	0	2	2	--	0.0
Office Multi-Cultural Affairs	225,057	78,320	2,279	37,314	342,970	34.8	0.7
Office of Internal Audits	795,417	273,035	9,242	-192,927	884,767	34.3	1.0
Office of School Partnership	335,333	116,105	732	56,767	508,937	34.6	0.1
Office of University Counsel	775,341	235,926	11,083	1,418,561	2,440,911	30.4	0.5
Office of Management & Budget	482,702	167,980	108	7,425	658,215	34.8	a
Policy, Planning & Analysis	2,141,557	701,716	21,465	627,962	3,492,700	32.8	0.6
University Relations	1,352,020	431,701	4,735	306,056	2,094,512	31.9	0.2
Vice President, Development & Alumni	3,756,502	1,178,051	288,453	2,243,598	7,466,604	31.4	3.9
<b>Total</b>	<b>10,725,275</b>	<b>3,456,160</b>	<b>398,844</b>	<b>4,832,720</b>	<b>19,412,999</b>	<b>32.2</b>	<b>2.1</b>
<b>Provost:</b>							
Ambler College	2,733,114	848,135	59,532	525,787	4,166,568	31.0	1.4
College of Allied Professions	6,867,922	2,135,164	51,661	1,157,955	10,212,702	31.1	0.5
College of Liberal Arts	31,625,555	9,342,874	298,534	3,500,655	44,767,618	29.5	0.7
College of Science and Technology	18,968,248	5,609,945	116,799	2,665,426	27,360,418	29.6	0.4
College of Education	9,825,762	2,733,058	98,918	1,253,158	13,910,896	27.8	0.7



College of Engineering	3,433,804	1,017,848	60,346	794,969	5,306,967	29.6	1.1
E. Boyer Music & Dance	7,159,673	1,936,989	116,123	1,022,995	10,235,780	27.1	1.1
Faculty Startup	0	0	256	0	256	--	100.0
Hospital Reimbursement	9,306,795	3,089,589	0	-12,396,869	-485	33.2	0.0
J. E. Beasley School of Law	10,356,937	3,303,963	140,565	2,642,848	16,444,313	31.9	0.9
Libraries	5,236,679	1,667,441	40,688	6,492,434	13,437,242	31.8	0.3
Medical School Short-Term Initiatives	0	0	557	-557	0	--	--
Miscellaneous Health Science Centers	0	0	0	0	0	--	--
Miscellaneous Provost Centers	0	0	0	279	279	--	0.0
Office of Deputy Provost	1,105,438	346,894	42,344	701,928	2,196,604	31.4	1.9
Office of the Provost	8,141,586	1,064,649	297,741	9,174,785	18,678,761	13.1	1.6
Research & Graduate School	1,678,225	535,181	23,617	9,448,733	11,685,756	31.9	0.2
R. J. Fox School of Business & Management	20,345,472	6,365,039	414,714	3,070,559	30,195,784	31.3	1.4
School of Communication & Theater	8,214,703	2,335,811	117,774	1,368,751	12,037,039	28.4	1.0
School of Podiatric Medicine	4,959,818	1,280,449	183,546	2,734,995	9,158,808	25.8	2.0
School of Social Administration	2,854,361	873,946	34,776	175,692	3,938,775	30.6	0.9
School of Tourism & Hospitality	1,591,634	504,324	83,105	453,443	2,632,506	31.7	3.2
School of Dentistry	9,718,213	3,079,181	17,787	2,501,702	15,316,883	31.7	0.1
School of Medicine	26,496,883	8,575,244	171,321	6,654,550	41,897,998	32.4	0.4
School of Pharmacy	4,620,283	1,279,661	87,237	672,885	6,660,066	27.7	1.3
Temple University Japan	172,450	54,847	16,121	157,824	401,242	31.8	4.0
Temple University Rome	550,703	156,788	142,109	2,841,612	3,691,212	28.5	3.8
Temple University Hospital Program Support	10,123,325	2,254,891	27,278	-12,405,495	-1	22.3	--
Temple University Health Science-Dean's Funds	0	0	0	-1,000,000	-1,000,000	--	0.0
Tyler School of Art	7,524,210	2,147,339	73,544	1,498,834	11,243,927	28.5	0.7
Undergraduate Studies	2,022,435	551,190	15,026	199,344	2,787,995	27.3	0.5
Total	215,634,228	63,090,440	2,732,019	35,909,222	317,365,909	29.3	0.9
Vice President, CFO & Treasurer:							
Business Services	336,002	115,887	2,373	36,791	491,053	34.5	0.5
Controller	2,022,917	680,293	6,522	160,492	2,870,224	33.6	0.2
Department of Human Resources	2,365,796	785,463	11,877	246,472	3,409,608	33.2	0.3
Institute Expenses-CFO	10,484,757	3,155,225	10,619	31,029,905	44,680,506	30.1	a
Office of the Vice President, CFO & Treasurer	1,743,889	585,540	17,103	283,437	2,629,969	33.6	0.7
Purchasing	554,166	190,597	1,183	56,987	802,933	34.4	0.1
Risk Management	105,375	30,323	0	21,144	156,842	28.8	0.0
Total	17,612,902	5,543,328	49,677	31,835,228	55,041,135	31.5	0.1
Grand total	305,505,439	89,865,701	3,485,806	166,233,305	565,090,251	29.4	0.6

1. Includes travel, subsistence and lodging.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 2004-05

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel <sup>1</sup> percentage of total operating expenditures
Administrative Office of the Senior Vice President:							
Campus Safety Services	\$8,398,515	\$2,644,110	\$9,499	\$362,858	\$11,414,982	31.5%	0.1%
Community Affairs	220,820	80,364	10	24,745	325,939	36.4	0.0
Computing & Information	15,900,942	5,470,624	97,057	7,925,587	29,394,210	34.4	0.3
Department of Student Affairs	5,221,195	1,980,155	156,114	6,157,600	13,515,064	37.9	1.2
Environmental Health & Safety	803,361	293,577	841	541,702	1,639,481	36.5	0.1
Facilities Management	24,455,105	7,772,147	6,041	20,115,246	52,348,539	31.8	a
Financial Aid	1,664,431	183,085	0	44,390,891	46,238,407	11.0	0.0
Institutional Expenses-Senior Vice President	0	0	0	21,314,142	21,314,142	--	0.0
Miscellaneous Administrative Centers	0	0	0	4	4	--	0.0
Office of Management Analysis	394,202	149,008	0	37,297	580,507	37.8	0.0
Office of the Senior Vice President	164,266	54,837	4,172	126,628	349,903	33.4	1.2
Recruiting, Marketing & Publicity	0	0	0	1,761,358	1,761,358	--	0.0
Undergraduate Admissions	3,794,613	1,372,069	53,989	1,262,548	6,483,219	36.2	0.8
Total	61,017,450	19,999,976	327,723	104,020,606	185,365,755	32.8	0.2
Miscellaneous University:							
Miscellaneous	0	0	0	0	0	--	--
Total	0	0	0	0	0	--	--
President:							
Executive Office of the President	771,790	271,566	69,041	803,749	1,916,146	35.2	3.6
Miscellaneous President Centers	0	0	0	0	0	--	--
Office Multi-Cultural Affairs	232,470	87,873	631	18,223	339,197	37.8	0.2
Office of Internal Audits	815,473	304,759	9,178	-188,593	940,817	37.4	1.0
Office of School Partnership	334,440	125,987	972	67,550	528,949	37.7	0.2
Office of University Counsel	796,489	262,285	19,468	1,528,722	2,606,964	32.9	0.7
Office of Management & Budget	498,555	188,454	108	17,369	704,486	37.8	a
Policy, Planning & Analysis	2,417,160	862,117	26,720	679,572	3,985,569	35.7	0.7
University Relations	1,663,853	592,158	5,125	427,928	2,689,064	35.6	0.2
Vice President, Development & Alumni	3,860,356	1,337,306	276,035	3,396,545	8,870,242	34.6	3.1
Total	11,390,586	4,032,505	407,278	6,751,065	22,581,434	35.4	1.8
Provost:							
Ambler College	2,797,805	936,960	51,011	593,573	4,379,349	33.5	1.2
College of Allied Professions	7,056,770	2,400,460	119,809	1,108,165	10,685,204	34.0	1.1
College of Liberal Arts	33,982,527	10,740,374	373,286	3,692,681	48,788,868	31.6	0.8
College of Science and Technology	20,002,919	6,292,438	79,979	2,984,876	29,360,212	31.5	0.3
College of Education	9,692,513	2,924,672	85,621	1,337,630	14,040,436	30.2	0.6

College of Engineering	3,811,862	1,209,879	53,723	1,076,147	6,151,611	31.7	0.9
E. Boyer Music & Dance	7,656,904	2,203,565	108,871	1,345,644	11,314,984	28.8	1.0
Faculty Startup	0	0	0	0	0	--	--
Hospital Reimbursement	11,604,160	4,220,712	0	-15,824,948	-76	36.4	0.0
J. E. Beasley School of Law	10,962,399	3,841,825	237,515	2,741,127	17,782,866	35.0	1.3
Libraries	5,256,402	1,747,036	34,901	7,090,788	14,129,127	33.2	0.2
Medical School Short-Term Initiatives	0	0	0	0	0	--	--
Miscellaneous Health Science Centers	0	0	0	125	125	--	0.0
Miscellaneous Provost Centers	0	0	0	0	0	--	--
Office of Deputy Provost	1,385,941	473,794	70,460	646,526	2,576,721	34.2	2.7
Office of the Provost	8,109,376	1,143,230	327,024	10,794,453	20,374,083	14.1	1.6
Research & Graduate School	1,744,769	616,402	23,441	9,488,939	11,873,551	35.3	0.2
R. J. Fox School of Business & Management	21,066,828	7,162,662	477,245	3,279,016	31,985,751	34.0	1.5
School of Communication & Theater	8,928,654	2,690,885	151,362	1,648,929	13,419,830	30.1	1.1
School of Podiatric Medicine	5,593,942	1,594,156	138,301	2,465,324	9,791,723	28.5	1.4
School of Social Administration	2,709,546	872,141	70,409	245,012	3,897,108	32.2	1.8
School of Tourism & Hospitality	1,741,190	581,371	120,038	434,080	2,876,679	33.4	4.2
School of Dentistry	9,869,192	3,389,034	35,142	2,665,199	15,958,567	34.3	0.2
School of Medicine	26,749,708	9,316,810	157,992	6,806,953	43,031,463	34.8	0.4
School of Pharmacy	4,651,155	1,372,855	79,536	807,982	6,911,528	29.5	1.2
Temple University Japan	131,161	43,671	115,067	265,359	555,258	33.3	20.7
Temple University Rome	489,966	162,312	166,462	3,452,700	4,271,440	33.1	3.9
Temple University Hospital Program Support	3,373,801	689,338	5,113	-4,068,251	1	20.4	--
Temple University Health Science-Dean's Funds	0	0	0	-1,000,000	-1,000,000	--	--
Tyler School of Art	7,919,808	2,472,864	94,478	1,498,752	11,985,902	31.2	0.8
Undergraduate Studies	2,062,385	602,402	42,723	250,754	2,958,264	29.2	1.4
Total	219,351,683	69,701,848	3,219,509	45,827,535	338,100,575	31.8	1.0
Vice President, CFO & Treasurer:							
Business Services	350,477	130,532	3,663	26,170	510,842	37.2	0.7
Controller	2,045,557	746,816	6,511	264,630	3,063,514	36.5	0.2
Department of Human Resources	2,498,529	903,766	7,666	379,504	3,789,465	36.2	0.2
Institute Expenses-CFO	13,823,859	-4,120,023	13,489	31,736,502	41,453,827	-29.8	a
Office of the Vice President, CFO & Treasurer	1,849,085	672,595	22,003	322,903	2,866,586	36.4	0.8
Purchasing	570,852	213,356	1,124	93,791	879,123	37.4	0.1
Risk Management	80,926	30,053	0	49,008	159,987	37.1	0.0
Total	21,219,285	-1,422,905	54,456	32,872,508	52,723,344	-6.7	0.1
Grand total	312,979,004	92,311,424	4,008,966	189,471,714	598,771,108	29.5	0.7

1. Includes travel, subsistence and lodging.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
 COMPARATIVE SUMMARY  
 2003-04 vs. 2004-05

Category	2003-04		2004-05		2003-04 vs. 2004-05	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
Departmental Income	\$138,258,294	100.0%	\$148,451,308	100.0%	\$10,193,014	7.4%
Grand total revenues	138,258,294	100.0	148,451,308	100.0	10,193,014	7.4
<b>Operating Expenditures:</b>						
<b>Instructional:</b>						
Salaries & Wages	60,438,485	41.5	78,389,832	51.0	17,951,347	29.7
Employee Benefits	14,861,631	10.2	19,567,636	12.7	4,706,005	31.7
Travel <sup>1</sup>	564,211	0.4	771,738	0.5	207,527	36.8
Other	69,715,760	47.9	54,949,584	35.8	-14,766,176	-21.2
Grand total expenditures <sup>2</sup>	145,580,082	100.0	153,678,790	100.0	8,098,708	5.6

1. Includes travel, subsistence and lodging.

2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2003-04

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
Administrative Office of the Senior Vice President:							
Intercollegiate Athletics	\$5,606,446	\$1,742,080	\$125,836	\$8,214,596	\$15,688,958	31.1%	0.8%
Office of Housing	4,498,395	1,166,254	33,146	36,805,404	42,503,199	25.9	0.1
Total	10,104,841	2,908,334	158,982	45,020,000	58,192,157	28.8	0.3
Provost:							
Dental Practice Plan	106,136	32,176	0	173,993	312,305	30.3	0.0
Medical Practice Plan	48,106,038	11,263,913	358,933	18,270,667	77,999,551	23.4	0.5
Temple University Press	860,506	278,755	40,290	1,655,425	2,834,976	32.4	1.4
Total <sup>2</sup>	49,072,680	11,574,844	399,223	20,100,085	81,146,832	23.6	0.5
Vice President, CFO & Treasurer:							
Bookstores	11,880	4,134	0	127,424	143,438	34.8	0.0
Duplicating/Copy Centers	402,771	124,872	1,308	-445,139	83,812	31.0	1.6
Other Auxiliaries	176,575	59,943	360	138,639	375,517	33.9	0.1
Parking Operations	589,554	161,600	4,338	2,410,506	3,165,998	27.4	0.1
Sugarloaf Conference Center	80,184	27,904	0	300,963	409,051	34.8	0.0
The Liacouras Center	0	0	0	2,063,282	2,063,282	--	0.0
Total <sup>2</sup>	1,260,964	378,453	6,006	4,595,675	6,241,098	30.0	0.1
Grand total <sup>2</sup>	60,438,485	14,861,631	564,211	69,715,760	145,580,087	24.6	0.4

1. Includes travel, subsistence and lodging.

2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
2004-05

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
Administrative Office of the Senior Vice President:							
Intercollegiate Athletics	\$5,510,992	\$1,889,744	\$203,597	\$7,749,867	\$15,354,200	34.3%	1.3%
Office of Housing	4,426,347	1,302,611	23,762	35,166,410	40,919,130	29.4	0.1
Total <sup>2</sup>	9,937,339	3,192,355	227,359	42,916,277	56,273,330	32.1	0.4
Provost:							
Dental Practice Plan	63,034	23,643	0	58,464	145,141	37.5	0.0
Medical Practice Plan	66,287,227	15,631,577	497,752	5,591,716	88,008,272	23.6	0.6
Temple University Press	841,252	301,891	38,731	1,460,492	2,642,366	35.9	1.5
Total <sup>2</sup>	67,191,513	15,957,111	536,483	7,110,672	90,795,779	23.7	0.6
Vice President, CFO & Treasurer:							
Bookstores	16,513	6,242	0	117,978	140,733	37.8	0.0
Duplicating/Copy Centers	407,511	139,344	2,074	-340,724	208,205	34.2	1.0
Other Auxiliaries	158,217	57,697	1,273	118,430	335,617	36.5	0.4
Parking Operations	560,318	170,124	2,249	2,612,537	3,345,228	30.4	0.1
Sugarloaf Conference Center	118,421	44,763	2,300	237,954	403,438	37.8	0.6
The Liacouras Center	0	0	0	2,176,460	2,176,460	--	0.0
Total <sup>2</sup>	1,260,980	418,170	7,896	4,922,635	6,609,681	33.2	0.1
Grand total <sup>2</sup>	78,389,832	19,567,636	771,738	54,949,584	153,678,790	25.0	0.5

1. Includes travel, subsistence and lodging.

2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Temple University.

### **III. GOODS AND SERVICES PURCHASE CONTRACTS**

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Vendor contracts totaling \$1,000 or more are detailed for 2004-05. Contract data are presented in four different ways: by academic or administrative unit; by expenditure type (if reported); by contract size; and by vendor location. Academic and administrative units, and expenditure types are defined by each university. Ranges for contract sizes were chosen so that each university's largest vendors are individually shown. Vendor locations are based on in-State or out-of-State addresses.

LINCOLN UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 2004-05

Academic/administrative unit	Total amount	Percentage of grand total
Computer Equipment-IT Department	\$1,059,180	5.1%
Contractors, Physical Plant	2,960,479	14.1
Entertainment, Student Activities, Student Related	346,642	1.7
Library, Instructional & Educational Equipment	902,740	4.3
Maintenance-Physical Plant	1,850,263	8.8
Office Supplies, Printing, Furniture, Medical, Other	892,775	4.3
Professional Services, Memberships, Benefits	11,620,689	55.5
Travel, Rentals, and Administrative, etc.	1,311,091	6.3
Grand total <sup>2</sup>	20,943,859	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Lincoln University.



LINCOLN UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
2004-05

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than or equal to \$1 million:			Vendor contracts greater than or equal to \$50,000 and less than \$100,000:		
TIAA-CREFF	\$2,488,446	41.3%	David J. Brackin	\$99,711	10.6%
Sodexho Inc. & Affiliates	2,018,825		University of Delaware	89,894	
Aetna	1,796,444		City of Philadelphia	89,742	
Wachovia Bank, NA	1,206,197		Broadwing Communications, LLC	83,377	
PECO Energy - BOX 7888	1,133,529		James Doorcheck, Inc.	83,141	
Total <sup>2</sup>	8,643,441		CDW-G	81,464	
Vendor contracts greater than or equal to \$100,000 and less than \$1 million:			Images USA	81,198	
West Insurance Group	717,346	Allied Waste Services #319	81,102		
Delphi Petroleum, Inc.	483,836	Multi-Communications Connection	78,040		
American Express Company	470,959	Relizon	77,238		
Books & More	422,497	Krapf's Coaches	76,006		
Keystone Health Plan East	355,173	Graboyes Commercial Window Co.	75,000		
Sysix	316,581	Trigen-Philadelphia Energy Comp.	71,499		
State Fund	238,915	Thompson, Cobb, Bazilio & Assoc.	69,500		
Oracle	232,864	Caldwell & Gregory	68,735		
Chapman Agency	232,796	Accommodation Mollen, Inc.	68,372		
Smith Mack Property Management	209,688	Sobieski Services, Inc.	65,624		
Xerox Corporation *WILM/PHILA*	202,591	Verizon	64,295		
Classic Key Painting	171,233	Visual Sound/Peirce & Phelps	63,038		
Weidenhammer Systems Corp.	170,722	York International Corporation	62,974		
Delta Dental of Pennsylvania	157,190	Gerald R. Davis	62,741		
Dell Marketing LP	149,976	ADP, Inc.	62,257		
Tangent Computer, Inc.	145,332	Jenzabar	60,818		
Reliance Standard Life Insurance	138,059	Affordable Office Furniture	60,495		
The Hartford Group Benefits	131,268	Gateway Graphics, Inc.	60,375		
PA Unemployment Comp. Fund	128,698	Proquest	59,812		
Verizon Select Services Inc.	118,914	Gourmet Services, Inc.	56,342		
Alpha Office Supplies, Inc.	117,193	Joseph S. Urban	55,790		
Pitney Bowes (Postage By Phone)	111,181	Chester Water Authority	55,143		
PECO Energy - BOX 13437	108,411	Campus Partners	54,377		
Davis Fuel Company	106,737	CTA Roofing & Waterproofing, Inc.	54,097		
Blank Rome LLP	105,935	US LEC Corp.	50,030		
521 Management Group, Inc.	105,156	Total <sup>2</sup>	2,222,230		
EBSCO Subscription Services	102,910	Vendor contracts less than \$50,000:			
Total <sup>2</sup>	5,952,160	28.4	Total	4,126,027	19.7
			Grand total <sup>2</sup>	20,943,859	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.
2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 2004-05

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$10,394,744	49.6%
Out-of-State <sup>2</sup>	10,549,115	50.4
Grand total <sup>3</sup>	20,943,859	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Includes \$437,891 in contracted goods and services where vendor location was not listed or unknown.

3. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 2004-05

Academic/administrative unit	Total amount	Percentage of grand total
University Park Colleges:		
College of Agricultural Sciences	\$14,477,365	
College of Arts & Architecture	1,359,927	
College of Communications	742,297	
College of Earth & Mineral Sciences	7,822,528	
College of Education	1,599,867	
College of Engineering	16,306,468	
College of Health & Human Development	12,217,536	
College of The Liberal Arts	3,419,275	
Eberly College of Science	13,731,086	
School of Information Science & Technology	1,467,035	
Smeal College of Business Administration	3,166,083	
Total <sup>2</sup>	76,309,467	11.3%
Academic Support Units:		
Enrollment Management & Administration	1,277,045	
Graduate School	192,125	
Information Technology Services	34,667,026	
International Programs	6,089,527	
Research	64,660,901	
Schreyer Honors College	61,190	
Undergraduate Education	484,041	
University Arts Services	1,898,401	
University Libraries	17,545,892	
University Outreach	8,431,912	
Total <sup>2</sup>	135,308,060	20.0
Administrative Support Units:		
Athletic Recreation & Support Services	1,789,687	
Development & Alumni Relations	3,903,051	
Educational Equity	391,833	
Finance & Business	42,609,343	
Finance & Business-Housing & Foods	11,895,070	
Finance & Business-Physical Plant	280,306,195	
General and Academic Administration	1,082,455	
Intercollegiate Athletics	14,481,787	
Student Affairs	14,509,513	
University Relations	972,888	
Total <sup>2</sup>	371,941,822	54.9
Other Penn State Locations:		
Abington	2,973,703	
Altoona	5,074,749	
Beaver	1,037,925	
Berks	3,213,039	
Commonwealth College-Central Office	654,294	
Delaware County	1,433,803	
DuBois	1,184,066	
Erie	5,279,937	
Fayette	2,131,493	
Great Valley	1,863,988	
Harrisburg	4,753,327	
Hazleton	1,228,667	
Lehigh Valley	1,017,761	
McKeesport	1,521,275	
Mont Alto	1,123,991	
New Kensington	1,182,206	
Schuylkill	849,960	
Shenango	724,744	
Wilkes-Barre	840,466	
Worthington Scranton	1,035,767	
York	1,404,428	
Total <sup>2</sup>	40,529,589	6.0
Sub-total <sup>2</sup>	624,088,938	92.1
College of Medicine at Hershey	50,636,141	7.5
Dickinson School of Law	2,716,843	0.4
Grand total <sup>2</sup>	677,441,922	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.  
 2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY EXPENDITURE TYPE  
 2004-05

Expenditure type	Total amount	Percentage of grand total
Books & Periodicals	\$17,837,795	2.6%
Communication Services	11,533,803	1.7
Conferences & Group Activities	5,085,251	0.8
Employee Benefits Billed	3,714	0.0
Equipment Budget	96,047,596	14.2
Freight Charges	182,971	a
Insurance & Interest	11,537,569	1.7
Legal Expense	3,350,329	0.5
Miscellaneous	28,099,686	4.1
Property Expense	10,104,763	1.5
Publications, Printing & Copying	11,128,278	1.6
Repairs, Alterations & Capital	317,036,763	46.8
Student Aid	6,093,005	0.9
Supplies & Materials for Resale	37,720,591	5.6
Supplies, Materials & Services	64,418,640	9.5
Travel Expense	12,932,871	1.9
Utilities Purchased	44,328,297	6.5
Grand total <sup>2</sup>	677,441,922	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Because of rounding, detail may not sum to total.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
2004-05

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than or equal to \$2 million:			Vendor contracts greater than or equal to \$750,000 and less than \$2 million (continued):		
Gilbane Building Co.	\$50,983,201		Coastal Drilling East	\$1,316,228	
Turner Construction Co.	21,599,764		Software House Int., Inc.	1,299,373	
Whiting Turner Contracting Co.	15,455,229		Mass. Institute of Technology	1,283,227	
Allegheny Power	14,687,352		Glenn O. Hawbaker, Inc.	1,281,008	
Alexander Building Construction LLC	12,086,241		Kinsley Construction	1,242,593	
PSRP Developers, Inc.	11,855,564		Health Promotion Council	1,238,573	
McKesson Drug Co.	11,386,812		University Illinois Grants & Contracts	1,237,096	
Dell Marketing LP	10,706,050		EDO RSS, Inc.	1,233,810	
Poole Anderson Construction	9,722,139		Cornell University Department of Geological Science	1,218,189	
Skanska USA Building, Inc. Mid Atlantic Division	9,245,643		Pennsylvania Network	1,177,164	
DRS Infrared Technologies LP	8,329,686		Berger Construction Co.	1,160,579	
PP&L Electric	6,339,680		Waters Corp.	1,154,518	
PA Dept. of General Services	5,782,313		Aon Risk Serv., Inc. of PA	1,146,204	
Abacus Engineered Systems, Inc.	5,522,666		Azcar USA, Inc.	1,137,397	
IBM	5,365,250		Proquest Information & Learning Co.	1,081,743	
EBSCO	4,966,026		State College Electric	1,069,257	
P. J. Dick, Inc.	4,933,552		Avalotis Corporation	1,042,125	
Apple Computer, Inc.	4,921,559		Preferred Staffing Solutions	1,039,742	
Bradford Energy Company, Inc.	4,371,731		Cost Co.	1,020,132	
Verizon	4,157,204		Sports Construction Group LLC	1,015,126	
R. S. Mowery & Sons, Inc.	4,013,091		Penn State Hershey Medical Center, David Frankenfield	1,004,530	
S. P. McCarl & Co.	3,637,592		Carnegie Mellon University	999,672	
Farfield Co.	3,582,088		Noelker And Hull Assoc., Inc.	993,211	
Leonard S. Fiore, Inc.	3,554,772		Nittany Office Equipment, Inc.	983,917	
Quandel Group, Inc.	3,376,467		PBS Video	972,322	
Amg. Div. Pepco Energy	3,249,900		Lockheed Martin Corp. LM Space Systems Co.	961,472	
Amthor Steel	3,220,609		The Hite Co.	960,364	
Stone Valley Construction	3,196,949		Elk Air Conditioning, Inc.	955,014	
McQuaide Blasko	3,078,122		Keystone Applied Technology	954,768	
Inst. Int'l Education of Students	3,016,252		Columbia Gas	949,322	
Marsh USA, Inc.	2,778,457		Farfield Co. Encompass Co.	949,306	
US Airways	2,614,554		Centre County Historical Society	937,137	
Sordoni Construction Services, Inc.	2,438,836		BAE Systems	920,980	
Nittany Insurance Company	2,363,333		R. H. Marcon, Inc.	912,275	
H. T. Sweeney & Son, Inc.	2,318,641		The Food Trust	911,837	
Telcove	2,276,177		Mid State, Inc.	908,879	
United Airlines	2,193,717		Syracuse University Purchasing Dept.	895,136	
Xerox Corp.	2,171,331		AT&T	888,913	
Sippel Co., Inc.	2,162,700		Naval Undersea Warfare Center	887,343	
Barber Nichols, Co.	2,111,874		Dant Clayton Corp.	886,123	
Centre Area Transportation Authority	2,016,933		Varian, Inc.	878,105	
Sun Microsystems, Inc.	2,015,772		BAE Systems Adr.	876,066	
Total <sup>2</sup>	283,805,829	41.9%	PMA Insurance Group Financial Dept	870,609	
Vendor contracts greater than or equal to \$750,000 and less than \$2 million:			E-Town Chevrolet	847,629	
Northwest Airlines	1,852,647		The PMA Insurance Group W510416	843,916	
VWR Intl., Inc.	1,836,680		NAS Recruitment Communications	836,446	
Penelec	1,786,414		New England Woodcraft	834,672	
Bower Lewis Thrower	1,761,972		Penn State Hershey Medical Center, Paul Swinko	830,199	
Factory Mutual Insurance Company	1,743,961		PARC Tech. Serv., Inc.	823,753	
Hickes Associates, Inc.	1,743,042		PSMSHMC Paul Swinko	819,715	
XPEDX 013745 Collection	1,695,714		Murrays Ford, Inc.	819,442	
McCartneys	1,693,687		Applied Biosystems	814,138	
General Dynamics			Avfuel Corporation	810,794	
Ordnance & Tactical Systems	1,651,776		RAD Technology LLC	800,000	
Delta Airlines, Inc.	1,609,370		GE Capital Public Finance	798,926	
E Plus Technology	1,584,388		Blackwells Book Svcs.	793,849	
School District of Philadelphia	1,549,653		Lobar Associates	793,287	
Council-ISP CIEE	1,549,000		G. M. McCrossin	792,005	
L. Robert Kimball & Assoc.			UPS	786,717	
Arch & Engineer	1,541,194		Beckman Coulter, Inc.	786,162	
Elsevier Science	1,536,035		National Car Rental	784,418	
Walter Mucci Construction Co., Inc.	1,497,126		Raytheon Visions Systems	783,157	
ADG-Hospital Drive Association	1,466,791		Fei Co.	778,445	
YBP Library Services	1,435,511		Total <sup>2</sup>	98,761,019	14.6%
Penn Installations, Inc.	1,415,046		Vendor contracts less than \$750,000:		
PECO Energy	1,381,230		Total	294,875,074	43.5
Coherent Inc. Bank Am. Lockbox Serv.	1,371,988		Grand total <sup>2</sup>	677,441,922	100.0
SYSCO Food Services of Central PA LLC	1,350,935				
Omitron, Inc. Konterra Bus. Campus	1,350,103				
D & H Distributing Co.	1,327,701				

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.  
2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 2004-05

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$320,600,851	47.3%
Out-of-State <sup>2</sup>	356,841,071	52.7
Grand total <sup>3</sup>	677,441,922	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Includes \$44,922,570 in contracted goods and services where vendor location was not listed or unknown.

3. Because of rounding, detail may not sum to total.

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 2004-05

Academic/administrative unit	Total amount	Percentage of grand total
<b>Chancellor:</b>		
Athletics	\$6,495,100	
Chancellor	5,916,500	
General Counsel	4,969,613	
Secretary of the University	212,505	
Vice Chancellor, Budget & Controller	4,120,639	
Vice Chancellor, Institutional Advancement	777,006	
Total	22,491,363	6.2%
<b>Executive Vice Chancellor:</b>		
Associate Vice Chancellor, Human Resources	314,838	
Business Operations	49,272,756	
Executive Vice Chancellor	633,854	
Facilities Management	38,012,251	
Total	88,233,699	24.2
<b>General University:<sup>2</sup></b>		
Business Affairs	1,681,554	
General University	4,954,893	
Total	6,636,447	1.8
<b>Senior Vice Chancellor &amp; Provost:</b>		
College of General Studies	428,413	
Computing Services & Systems Development	19,873,747	
Education-University Service Programs	335,775	
Graduate School of Public & International Affairs	377,850	
Katz Graduate School of Business	1,939,484	
Learning Research & Development Center	3,179,128	
Libraries	11,333,969	
School of Arts & Sciences	17,974,811	
School of Education	4,659,847	
School of Engineering	5,505,338	
School of Information Sciences	660,979	
School of Law	2,020,333	
School of Social Work	8,193,100	
Senior Vice Chancellor & Provost	9,231,335	
Student Affairs	4,441,660	
University Center for International Studies	1,740,189	
University Center for Social & Urban Research	874,559	
University Honors College	94,558	
University of Pittsburgh at Bradford	5,704,651	
University of Pittsburgh at Greensburg	4,104,362	
University of Pittsburgh at Johnstown	10,342,865	
University of Pittsburgh at Titusville	297,678	
Total	113,314,631	31.1
<b>Senior Vice Chancellor, Health Sciences:</b>		
Graduate School of Public Health	21,255,557	
School of Dental Medicine	4,199,895	
School of Health & Rehabilitation Sciences	1,441,797	
School of Nursing	1,671,545	
School of Pharmacy	1,408,215	
Senior Vice Chancellor, Health Sciences	3,841,246	
Total	33,818,255	9.3
<b>School of Medicine Division:</b>		
School of Medicine	63,931,376	
Pittsburgh Cancer Institute	14,092,494	
School of Medicine Division-Administration	12,543,459	
Western Psychiatric Institute & Clinic	8,839,039	
Total	99,406,368	27.3
<b>Grand total<sup>3</sup></b>	<b>363,900,763</b>	<b>100.0</b>

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. General University contains all the educational and general activities of the University that are not attributable to any other academic/administrative unit (responsibility center) on a direct basis.

3. Because of rounding, detail may sum to total.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
 CONTRACTS<sup>1</sup>  
 BY EXPENDITURE TYPE  
 2004-05

Expenditure type	Total amount	Percentage of grand total
Facility Alterations	\$3,508,315	1.0%
Facility Operating Costs	3,751,317	1.0
Insurance	5,847,343	1.6
Library Acquisitions	14,212,667	3.9
Mail	1,320,697	0.4
Printing/Publishing	3,444,317	0.9
Professional Memberships	2,165,557	0.6
Professional Services	141,496,302	38.9
Purchases for Resale	33,553,717	9.2
Routine Maintenance	13,315,354	3.7
Space Rental	6,756,035	1.9
Supplies/Equipment	97,684,357	26.8
Telephone	2,942,099	0.8
Utilities	33,902,686	9.3
Grand total <sup>2</sup>	363,900,763	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by University of Pittsburgh.



UNIVERSITY OF PITTSBURGH  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
2004-05

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than or equal to \$2 million:			Vendor contracts greater than or equal to \$750,000 and less than \$2 million (continued):		
Sodexo Campus Services	\$13,628,306		Hornby Zeller Assoc., Inc.	\$1,288,166	
First Energy Corporation	10,641,845		Cornelius & Associates	1,244,171	
Bellefield Boiler Plant	7,168,699		Peoplesoft USA, Inc.	1,219,033	
Fisher Scientific	6,244,775		Dominion Peoples	1,198,245	
Dell Marketing LP	5,175,200		PSSI Stadium Corp.	1,193,877	
Carnegie Mellon University	4,887,970		BD Biosciences	1,190,275	
PWSA	4,865,927		Bruker Biospin Corp.	1,169,850	
Duquesne Light Co.	4,703,692		McGraw-Hill Companies	1,138,415	
Ebsco Subscription Service	4,267,539		Beckman Coulter, Inc.	1,127,682	
Sodexo Inc. & Affiliates	3,549,912		Blackwell's Book Services	1,115,484	
Port Authority	3,053,833		F & G Painting Co.	1,109,798	
VWR International	3,034,422		Software House International, Inc.	1,072,683	
Marsh USA, Inc.	2,858,413		Magee Womens Health Corporation	1,072,536	
US Security Associates	2,663,617		Avaya, Inc.	1,062,918	
UPMC Health System	2,479,639		UPMC Health Plan	1,059,565	
Lenzner Coach Lines Inc.	2,322,395		Follett Higher Education Group	1,043,979	
Skadden Arps Slate Meagher & Flom LLP	2,208,211		UPMC Presbyterian University Hospital	1,028,501	
Applied Biosystems	2,173,237		Franklin Interiors	1,022,866	
Cellomics, Inc.	2,172,032		Black Box Network Services	1,003,789	
Invitrogen Corp.	2,123,588		United States Postal Service	1,000,083	
Verizon	2,117,630		Govconnection, Inc.	994,013	
Total <sup>2</sup>	92,340,882	25.4%	UPMC PET Facility	984,290	
Vendor contracts greater than or equal to \$750,000 and less than \$2 million:			CDW Government, Inc.	980,279	
Pearson Education	1,975,196		Databanque	970,540	
Hilb, Rogal and Hamilton Co. of Pittsburgh	1,763,763		Chartwells	962,447	
Reed Smith LLP	1,734,826		UPMC MR Research Center	957,017	
Apple Computer, Inc.	1,721,118		Metz & Associates Ltd.	956,675	
University of Pittsburgh Cancer Institute	1,621,753		Trilogic	952,798	
Penelec	1,595,509		United Parcel Service	945,229	
University of Pittsburgh Medical Center	1,569,979		Children's Hospital of Pittsburgh	934,230	
Sigma-Aldrich, Inc.	1,568,942		Mon Valley Education Consortium	923,126	
Oracle USA, Inc.	1,555,340		Equitable Gas Co.	907,117	
Wake Forest University	1,524,694		IBM Corp.	875,782	
Corporate Express A Buhmann Co.	1,456,062		University of Washington	863,896	
Gateway Co., Inc.	1,451,824		WVU Research Corporation	839,790	
Regents of The University of California	1,446,862		Bio-Rad Laboratories	838,006	
Carnegie Mellon University	1,370,406		Adden Furniture, Inc.	820,361	
UPMC	1,361,205		Medical Research Laboratories	814,947	
University of Pittsburgh Physicians	1,341,211		Oracle Corporation	810,091	
Postmaster	1,329,098		Alternative Design Mfg.	778,983	
HC Pharmacy Central, Inc.	1,319,919		Sterling Land Co.	774,223	
AT&T	1,308,220		Aramark Capital Asset Services, Inc.	772,961	
Boise Office Solutions	1,288,299		Perkinelmer Life And Analytical Sciences	769,492	
			Thomson Learning	766,524	
			Total <sup>2</sup>	73,858,959	20.3%
Vendor contracts less than \$750,000:			Vendor contracts less than \$750,000:		
			Total	197,700,922	54.3
			Grand total <sup>2</sup>	363,900,763	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.
2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 2004-05

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$137,551,637	37.8%
Out-of-State	226,349,126	62.2
Grand total <sup>2</sup>	363,900,763	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT<sup>2</sup>  
 2004-05

Academic/administrative unit	Total amount	Percentage of grand total
Administrative Office of the Senior Vice President	\$121,560,491	25.1%
Chief Financial Office	149,583,746	30.9
President	7,375,210	1.5
Provost	75,300,130	15.6
Vice President, CFO & Treasurer	130,068,849	26.9
Grand total <sup>3</sup>	483,888,425	100.00

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Includes larger academic/administrative units only. Details for smaller units are available upon request from the Joint State Government Commission. Due to significant organizational changes within Temple University, caution should be used when comparing the data on this table to data found in previous additions of this report.

3. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY EXPENDITURE TYPE  
2004-05

Expenditure type	Total amount	Percentage of grand total
Advertising	\$3,132,920	0.6%
Computer & Audio Services	4,099,369	0.8
Computers, Equipment and Tools	6,249,270	1.3
Conference & Registration Fees	2,390,637	0.5
Defined Pension Plans	1,685,632	0.3
Duplicating	2,505,708	0.5
Employee Health Insurance	65,886,273	13.6
General Institutional	1,804,791	0.4
Interest & Bank Fees	1,354,926	0.3
Land, Building & Equipment	42,162,719	8.7
Liability, Property, Other Insurance	18,800,267	3.9
Maintenance & Equipment Repair	8,630,677	1.8
Maintenance & Service Contract	173,906,453	35.9
Medical Malpractice Insurance	44,588	a
Medical Supplies & Services	6,324,807	1.3
Post Retirement Benefit	8,398,761	1.7
Postage	1,747,698	0.4
Professional Fees	7,828,531	1.6
Rent	11,144,853	2.3
Social Security	29,421	a
Stipends & Honoraria	1,026,427	0.2
Supplies & Services	79,812,869	16.5
Tax Expense	1,022,928	0.2
Telephone	5,416,217	1.1
Travel	3,439,786	0.7
Unemployment Insurance	884,150	0.2
Utilities	24,157,747	5.0
Grand total <sup>2</sup>	483,888,425	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Because of rounding, detail may not sum to total.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
2004-05

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than or equal to \$2 million:			Vendor contracts greater than or equal to \$750,000 and less than \$2 million (continued):		
JP Morgan Chase Bank	\$126,231,035		ABM Janitorial Services	\$1,641,561	
Blue Shield Personal Choice	37,723,325		Marriott Corp.	1,531,994	
Peco Energy	14,606,175		Clement Connolly and Dolores Connolly and Stark	1,500,000	
Marsh USA, Inc.	14,136,532		P. Agnes, Inc.	1,483,512	
PCS-Prescription Claims	13,536,635		Xerox Corporation	1,479,100	
Sodexho Dining Services	12,458,341		Kardon Utility Company, LP	1,430,081	
Gilbane Building Company	10,934,756		1515 Market Street Associates	1,399,703	
Intech Construction, Inc.	10,102,789		Securitas Security Serv. USA, Inc.	1,394,511	
First Union Bank	8,576,068		JP Morgan Chase-Commercial	1,357,722	
Verizon	6,353,685		Collins Mechanical Services, Inc.	1,315,183	
Shoemaker/Perryman	5,076,455		Total Video Products, Inc.	1,278,494	
Allied Spectaguard	5,044,051		Elsevier	1,216,422	
Mellon Bank	3,949,455		Philadelphia Gas Works	1,160,155	
Dale Corporation	3,931,324		Flatiron Building Company, Inc.	1,070,468	
Dell Service Sales	3,828,788		J. J. White, Inc.	1,069,417	
Sunoco Credit Card Center	3,775,486		IDX Systems Corp.	1,032,152	
Fluidics, Inc.	3,560,884		AT&T	1,030,645	
Keystone Health Plan East	3,008,056		Central Pension Fund	1,015,960	
Alpha Office Supplies, Inc.	2,834,328		Lina	982,498	
1199 Nat'l Benefit Fund	2,785,350		UNUM Life Insurance Co. of America	979,242	
West World Management, Inc.	2,621,417		RACS Associates, Inc.	959,048	
SCT Software & Res. Mgt. Corp.	2,615,251		City of Philadelphia	955,493	
Welfare Benefits Trust	2,510,078		STV Architects, Inc.	952,488	
Turner Construction Co.	2,208,174		United States Roofing Corp.	925,441	
First American Title Ins. Co.	2,180,604		K. I. Krueger Int'l	909,453	
EBSCO Curriculum Materials	2,162,496		PA Unemployment Comp. Fund	880,133	
Florkowski Builders, Inc.	2,130,212		Henry Schein, Inc.	860,089	
Otis Elevator Co.	2,119,155		Lex Electric Co., Inc.	840,231	
Total <sup>2</sup>	311,000,905	64.3%	Ballard, Spahr, Andrews & Ingersoll LLP	805,017	
Vendor contracts greater than or equal to \$750,000 and less than \$2 million:			Corporate Interiors	793,029	
Global Spectrum/Liacouras Center	1,940,747		American Paratransit, Inc.	758,847	
U.S. Department of Justice	1,875,000		Diamond Club	754,063	
Nichols & Assoc., Inc.	1,861,398		Strawberry Square Development Corp.	753,811	
Water Revenue	1,860,078		Total <sup>2</sup>	51,317,018	10.6%
PNC Bank	1,859,511		Vendor contracts less than \$750,000:		
T. N. Ward Co.	1,828,445		Total	121,570,501	25.1
Delphi Petroleum, Inc.	1,826,489		Grand total <sup>2</sup>	483,888,425	100.0
Fisher Scientific-Education	1,749,388				

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.
2. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 2004-05

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$206,823,167	42.7%
Out-of-State <sup>2</sup>	277,065,258	57.3
Grand total <sup>3</sup>	483,888,425	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

2. Includes \$30,081,759 in contracted goods and services where vendor location was not listed or unknown.

3. Because of rounding, detail may not sum to total.

SOURCE: Data provided by Temple University.

## **IV. RETIREMENT AND TUITION BENEFIT POLICIES**

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Retirement policies for faculty and staff, and tuition benefit policies for faculty, staff and dependents, are presented. Retirement policies include the name of the administrator of each university's retirement plan, and a general summary of each plan's provisions. Tuition benefit policies include the persons who are eligible for tuition discounts, as well as the amount of the discounts.

### **RETIREMENT POLICY: LINCOLN UNIVERSITY**

Lincoln University provides retirement benefits for all permanent full-time and part-time employees who regularly work a minimum of 1,000 hours per year. Faculty members who teach a minimum of six credits per semester are equivalent to the 1,000 hours per year minimum. The retirement plan is administered by the Teachers Insurance and Annuity Association-College Retirement Equity Fund (TIAA-CREF) and is a 403(b)-group retirement annuity contract.

TIAA-CREF provides benefits as either annuities or lump sums. Employees are vested immediately. The employer contribution rate is a minimum of 5.0 percent of employee earnings. However, on a dollar for dollar basis, the employer will match voluntary employee contributions of up to another 5.0 percent.

### **TUITION BENEFIT POLICY: LINCOLN UNIVERSITY**

Tuition benefits are offered to faculty members and other employees, and dependent children of faculty members and other employees. The benefits cover only tuition, not fees. Proper approval is required for all tuition benefits.

Faculty and administrative employees and their dependents can receive tuition benefits from the date of hire. Secretarial/clerical and maintenance/housekeeping employees and their dependents can receive tuition benefits after 12 months of full-time employment.

Tuition benefits may be combined with scholarship awards, provided the combined benefit and awards do not exceed total tuition charges.

#### RETIREMENT POLICY: THE PENNSYLVANIA STATE UNIVERSITY

Nearly all faculty and staff members participate in either the State Employee's Retirement System (SERS) or Teachers Insurance and Annuity Association-College Retirement Equity Fund (TIAA-CREF). A very small number of employees (less than one percent) participate in the Federal Civil Service Retirement System and the Public School Employee's Retirement System (PSERS).

The SERS plan provides a full retirement annuity based on a defined benefit formula: 2.5 percent x years of service x average of highest three years of earnings. There are a variety of retirement options available under the plan. The employee contribution rate is 6.25 percent of earnings. The employer contribution rate is determined annually by the SERS board.

The TIAA-CREF plan provides benefits based on the employee's retirement age, the amount of money that has been contributed to the account by the employee and the university as well as the performance of the TIAA-CREF investments. There are a number of retirement options available through TIAA-CREF. The employee contribution rate is 5.0 percent of earnings. The employer contribution rate is 9.29 percent of employee earnings, set by State law.

#### TUITION BENEFIT POLICY: THE PENNSYLVANIA STATE UNIVERSITY

Tuition benefits (educational privileges) are offered to regular, full-time faculty or staff, their spouses, and their unmarried children. The benefit is a 75 percent reduction of the tuition charge and applies to Penn State resident instruction and continuing education credit courses except for the professional curriculum such as those offered at The Milton S. Hershey Medical Center, the Smeal College of Business Administration Executive MBA Program and the Dickinson School of Law. Educational privileges do not apply at summer camps or workshops operated by the university unless university credit is given and regular tuition is charged.



A faculty or staff member is eligible for educational privileges the semester which begins with or after the effective date of full-time employment. The benefit is provided for a maximum 16 credits per academic year for a person on a 12 month appointment and 12 credits during the two semesters of service for a person appointed for just the Fall and Spring semesters.

A spouse, unless receiving educational assistance from the university, such as a graduate assistantship, is eligible for educational privileges beginning two years or later from the employee's date of regular employment. Unmarried children are eligible beginning with the semester coincident with or after the faculty or staff member's effective date of full time employment and may earn a first Bachelor's degree.

Various other limitations apply and are enumerated in the official Penn State educational privileges and grant-in-aid policies.

#### RETIREMENT POLICY: UNIVERSITY OF PITTSBURGH

Two alternative retirement plans are available to faculty and staff members: a Contributory Tax-Deferred Annuity Plan, with employee and university contributions invested and benefits administered by either the Teachers Insurance and Annuity Association-College Retirement Equity Fund (TIAA-CREF) or the Vanguard Group, and a Noncontributory Defined Benefit Pension Plan, with university contributions only invested and benefits administered as a university trust fund.

Full-time faculty, faculty librarians and research associates; part-time faculty who are tenured or in the tenure stream; part-time faculty librarians who have an expectation of continuing employment; and all regular full- and part-time staff are eligible for membership. Employees eligible for the Contributory Plan, who do not elect membership, are enrolled under the terms of the Noncontributory Plan. In addition, part-time and temporary employees who are not eligible for the Contributory Plan are covered by the Noncontributory Plan if they fulfill the hours of service and years of service required by this plan. Employees covered by separate collective bargaining agreements participate in the plans specified in their respective agreements.

The Contributory Plan is a defined contribution plan with employer and employee contributions, with an option available for the tax-deferral of employee contributions. The retirement benefit is based on total contributions, an employee's age, spouse's age, payout option selected, and the investment performance of either TIAA-CREF or the Vanguard Group. The plan has a number of options available. Employee contributions under the plan are made

before Federal income taxes, but after Social Security contributions, so that contributions can be tax-deferred and retirement benefits are separate from Social Security benefits. An employee's contribution rate, chosen by the employee, can vary from 3.0 to 8.0 percent of earnings (6 contribution rate choices are available). During a delayed vesting period of three years, the employer matches the employee's contribution. After the three-year vesting period, the employer's contribution rate (set by the employer to coincide with the employee's contribution rate) varies from 4.5 to 12 percent of employee earnings. An Accelerated Plan option is available to vested employees aged 52 through 55, under which an employee can make the maximum contribution for a limited number of years and the university makes increased matching contributions. The maximum period for this option is 120 months.

The Noncontributory Plan is a defined benefit plan with employer contributions but no employee contributions. The retirement benefit depends on an employee's age, years of service, salary while participating in the plan, and the employer's contributions made on the employee's behalf. Participants under this plan also have the opportunity to make contributions to a Supplementary Retirement Account, administered by either TIAA-CREF or the Vanguard Group; the contributions may be tax-deferred at the employee's option. Contributions to supplementary accounts are not part of the Contributory Plan and are not matched by the employer.

#### TUITION BENEFIT POLICY: UNIVERSITY OF PITTSBURGH

Tuition benefits (scholarships) are offered to faculty members, other staff (faculty librarians, research associates, ROTC faculty), spouses and dependent children.

Tuition scholarships for full-time faculty and staff cover all tuition for the first six credits taken each term at the University of Pittsburgh, except for a faculty or staff charge of 3 percent of tuition for undergraduate courses and 10 percent of tuition for graduate courses. Tuition scholarships for eligible part-time faculty are proportionate to those for full-time appointments.

Tuition scholarships for spouses of full-time faculty and staff are the same as those above, except that the spouse's charge is 10 percent of tuition for both undergraduate and graduate courses.

Tuition scholarships for dependent children of full-time faculty and staff cover full undergraduate tuition only for a maximum of 12 terms leading to a baccalaureate degree at the University of Pittsburgh; fees and other charges are the student's responsibility. In addition, tuition scholarships for dependent children of full-time faculty, faculty librarians and research associates, hired by

September 1, 1994, are available for attendance at other accredited colleges and universities. These scholarships cover tuition for a maximum of two terms each for four academic years, at the maximum rate of the in-State, full-time tuition for the College of Arts and Sciences at the Pittsburgh campus. Tuition scholarships for dependent children of certain part-time tenured or tenure-stream faculty and faculty librarians are made, with benefits proportionate to those for full-time appointments.

#### RETIREMENT POLICY: TEMPLE UNIVERSITY

Full-time employees and faculty are eligible to participate in either a Defined Contribution Plan or a Defined Benefit Plan. The plan that they are eligible to join is dependent on their job classification and collective bargaining agreement.

There are several different contribution levels under the Defined Contribution Plans. In one plan, the employee contributes 4.5 percent of the base annual salary up to the Social Security wage base and 5.0 percent over the Social Security wage base while the university contributes 8.5 percent of the base annual salary up to the Social Security wage base and 13.0 percent over the Social Security wage base. In another plan, the both the employee and university contributes 4.5 percent of the employee's base salary. In addition, there is a plan where the employee is not required to contribute to the plan while the university contributes 3 percent of the employee's base annual salary.

Contributions under any of the variations may be allocated between Fidelity Investments and Teachers Insurance Annuity Association & College Retirement Equities Fund (TIAA-CREF). Fidelity Investment offers various mutual funds including growth funds, equity funds, bond funds, money market funds and balanced funds. TIAA-CREF offers a fixed interest fund, a real estate fund, several stock and equity funds, a money market fund, a bond fund, a social choice fund, and an inflation-linked bond fund. Employees are vested in the university's contributions after either three or five years of participation in the Plan. Vested contributions may be withdrawn for the Plan after separation from service. The form of withdrawal is at the discretion of the participant.

The Defined Benefit Plan is available to certain collectively bargained employees and is a contributory plan that provides an annuity benefits at retirement. The benefit is determined by multiplying the average monthly earnings time the years of credited service times 1.6 percent less an offset for Social Security. Normal retirement age is considered to be 65, but a reduced benefit is available after the employee has attained age 55 with at least ten years of service. Vesting in this plan requires five years of participation. In the Defined

Benefit Plan, employees must contribute 2 percent of earnings up to the amount of the Social Security wage base for the year, and 4 percent of the balance of earnings.

#### TUITION POLICY: TEMPLE UNIVERSITY

Full-time employees are entitled to full tuition remission for up to eight credit hours per semester in Temple University undergraduate colleges for either undergraduate or graduate courses. No tuition remission is available for courses taken in Temple's Schools of Law, Medicine, Dentistry or Podiatric Medicine.

Employees are eligible for tuition remission benefits the first day of the semester after their hire date. Employees who terminate their employment with Temple University after the start of the semester for any reason other than official retirement will continue to receive the tuition remission benefit through that semester only. Employees and their eligible dependents must remain in academic good standing. A staff member cannot be both a full-time student and a full-time employee, simultaneously.

Legally dependent children of full-time employees are eligible for full tuition remission for up to ten semesters to complete their degree in Temple University's undergraduate program only. Children may be full-time matriculated students, or they may be part-time matriculated or non-matriculated students. The dependent child must be less than 24 years of age when initially enrolled in this program. Some employees must satisfy three years of employment before they are eligible for this benefit.

The spouse of an executive administrative employee or select faculty member is entitled to one-half tuition in Temple University undergraduate colleges for either undergraduate or graduate courses, whether enrolled full-time or part-time.

Any requests for exceptional treatment must be made to the Benefits Appeals Committee (BAC) by the appropriate academic vice president on behalf of the student, prior to the beginning of the semester.

Graduate and spousal tuition benefits are considered a taxable benefit. The value of these tuition benefits will be included in the employee's taxable wages and all applicable taxes will be withheld during the year the tuition benefits are received.

The tuition remission program includes expenses for tuition cost only; any other fees are not covered under the program.